1945 **File No.** 5881/36

B CLASS P.W **DEPARTMENT**

E(II) **BRANCH**

Subject:— Provincial Labour supply comm
Appointment of Sub-committees
(1) to lay down conditions of
service for unskilled labour
(11) Standardizing of the rates of
pay of skilled and unskilled
labour

E [K] 1945

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File No. 5881/36

Sta. Sects. Slip 24-A

P & X

Std. Secti. 78A o.

G R., G D., No. 2408, dated 22-6-22.]

Correspondence

DOCKET SHEET (B)

Subject :—

File No. 5881/36

P. G.

DEPT.

E (II).

BRANCH.

References :— Main file is sent to Maharashtra

Date.	To whom sent.	Notes and instructions.

in that particular employment.

4. Standard wages must be fixed in the light of existing wages. The minimum should be the lowest basic wage considered admissible, while the maximum must be the total of basic wage and dearness allowance which is considered admissibl. It has been decided that special rates e.g. for arduousness should be reckoned and recorded outside this total.

5. Dearness allowance is an addition to wages given to meet the extra cost of living fof the time being and thus is an adjustment of the basic wage to the conditions of the time. The basic wage has been found to vary considerably from one concern to another. This is probably due to the kind ~~of the concern to another. This is probably due t~~ and the kind of the labour employed, but it is a fact which has to be taken into account. Accordingly R.L.S.Cs. in recording wages have shown maximum as well as minimum basic wages. This is correct but has caused some confusion as it has been interpreated as meaning that no one should pay basic wages above the maximum, whereas there is no reason for interference unless the total wages, i.e. basic wage plus dearness allowance, exceed the standard total wage. What therefore requires to be recorded is basic wage (minimum and maximum), dearness allowance and maximum total wage and there should be no attempt to interfere with rates falling between these extrem

6. Outside the range there is the allowance for arduousness. To this should be added rates for grading or supervision. It is quite reasonable, and in many concerns it is common, to grade labour according to its length of service and experience and to pay a higher wage to the higher grades. Also there is promotion and higher pay to gang leaders and foreman. This does not disturb the general limit of wages

and.....

Note on regarding of statistics of unskilled labour, by Sir Charles Bristow, C.I.E., I.C.S., Adviser (Home) to H.E. the Governor and Chairman, P.L.S.C., Bombay.

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The working of the P.L.S.C. has brought to light certain doubts and difficulties in the collection of statistics of wages and the fixing of standard wages.

2. The position is that certain wages are being paid (some for a very long time) and that different concerns have been paying at different rates and it is not possible for any concern to lower its rates without causing labour trouble. It was, therefore, laid down that the standard wages should only apply to new labour, Standard wages are those which have been laid down on the advice of the R.L.S.Cs and P.L.S.C. as sufficient to provide a living wage in existing conditions and as providing a ceiling to prevent competition for labour when labour is insufficient to meet the total demand.

3. In present conditions the danger of competitive rates is naturally greater than of underpayment. Any existing number of labourers paid at a very high rate does not cause any distrubance because that number is already there and other persons know that they will have to accept less. But amongst this number there will be casualties and neither trade unions nor labour generally are likely to agree that the substitutes taken on should be paid at a lower rate than the men already doing the same work in the same concern. In the instructions for the work"new" the word 'additional' should therefore be substituted when applied to existing employment. The new rates should, therefore, apply to all new employment coming into existence after the fixing of standard rates and to any considerable additions to the numbers employed in existing employment, but not to men taken on in place of persons already employed, as they will be paid at the rates current

and is necessary to encourage long service and merit. These rates should therefore be recorded outside the scale in the same waye as arduousness allowance. If grading prevails in a condern, the conneern should be asked to report the scales. It should also be laid down that no labour should be up graded until it has served for at least 12 months. Otherwise there may be an attempt to secure labour by granting higher wages on the pretext that the labout is in the higher grades.

7. The wage paid to persons other than those graded up or given superivisory allowance will usually appear in Form A under 2(a) (iii) as the normal wage since they would usually be the largest number. Where the maximum wage shown in 2(a) (ii) added to the dearness allowance exceeds rate and see if it is only paid to up graded or supervisory labour. If this is so, it is not open to objection and the wage may be split up and recorded accordingly.

8. A further point is that the orders issued by Government under Defence of India Rule give the impression that all labour drawing less than Rs. 100 is treated as 'unskilled'. This is wrong. The ~~tub~~ true position is that labour drawing more than Rs. 100 is not treated as 'unskilled' but skilled labour drawing less than Rs. 100 contains to be 'skilled'. Government has been asked to amend the order.

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*Vide Govt. of India letter
No. 7 of Agenda).

*ANNEXURE

SUMMARY OF WORK DONE BY THE PROVINCIAL LABOUR SUPPLY COMMITTEE ON STANDARDIZATION OF WAGES.

Bombay:

The wages rates approved by the Provincial Labour Supply Committee for the various regions are given in the tabular form below:

Name of the District of Region.	Basic D.A. rate.	Wage inclusive of basic and D.A.	Allowance for arduous nees of work.	Overtime Allowance for work exceeding 9 hrs. a day.	Wages for temporary workers during night.	Extra Allowance for work done in ordnance factory.	Remarks
;aum.	Men - -/8/- -/8/- 1/-/-)-/4/-) Women- -/6/- -/6/- -/12/-)			12½% of normal	120% of normal earnings	Nil	In the cas of Labour Employed o monthly basis(24) working da in a month ~~in a m~~ D.A at Rs. 14 p.m. was agreed to
Poona.	Men -/12/- -/12/- -/11/- 1/7/- Women-/8/- -11/- 1/3/- Adole- Scent -/8/—/5/6 -/13/6						
Kalyan.	- - 1/4/- -/1/- -			-	-/4/-		
___bay. Suburban District.	Men(Minimum)-/10/- Men(Maximum)1/4/- Women(Maximum)-/8/- Women(Maximum)1/-/-						*Exclusive of D.A.& other allowance
Nasik Deolali LakeBeale Mahmad Nasik-Road Bhuswal.	Men - /8/- -10/- 1/12/-) Women /6/- -/8/- -/14/-) Adole- Scent -/4/- -/5/- -/9/-)			125% of normal earnings.	125% of normal earnligs.		
Ravalgaon	Men -/6/- -/8/-) -/14/-) -/4/- Women/4/- -/5/-) -/9/-) Adole scent./4/- -/5/- -) -/9/-)			125% of normal earnings	120% of normal earnings.		

x x x x

Bombay City	Men (Min.	-/12/-	Dearness Allowance.	Total Maximum wage
	Men(Max)	1/4/-	No Definite figure fixed	with D.A. not to
	(Min)	-/8/-	as it is a fluctuating	exceed -
	(Max).	1-/4/-	quantum. However,	——;—
			the minimum D.A. is annas	Men ₹ 2/-/-
			/8/- per diem which	Women ₹/12/-
			may be raised to a figure	
			subject	
			to the total limit(Wages	
			plus D.A.) shown in the	
			last colum.	

Copy of a letter from the Government of India, Department of Labour No, L.M.P. 2-858, dated the 27th October 1944. (As amended by their letter No. L.M.P. 90(2) dated 11.7.45)

"If we are to have a contented labour force without unnecessary add justifiable increase in wage rates, standardisation of remuneration of unskilled labour must be brought about to the maximum possible extent, and Labour Supply Committees may be asked to give their careful attention to the matter and to do everything possible to fix standard rates as early as possible.

2. The main objects of standardisation are to attract an adequate unskilled labour force for Government enterprises and to prevent competitive movements of wage rates designed only to attract labour. Standardisation should not, however, operate so as to depress wage rates to unfairily low levels. To make standardisation of wages effective it is necessary to define a standard day's work as 8 hours exclusive of meal times.

It is considered that immediate scope for standardisation will be found in respect of casusual labour in Government undertakings and of newly recruited labour, whether in private or Government employment though it may be found that for some time to come only maxima for wage rates can be recommended. Once such rates have been fixed, construction contracts can be checked with reference to those rates by contracting offi-cers and their financial authorities in order to ousure tha the contract rates are not in excess of the standard rates.

Wherever cost of living indices are available, their general movements should be taken as indicative of vari-ations in the cost of living.

If for any reason they are not considered reliable, Provincial Governments should in addition to the cost of liv ingindices take into account all other relevant factors in assessing the increased cost of living.

3. There will always be difficulties to overcome in securing any measure of standardization. Some of these difficulties are-

(a) lack of uniformity in concessions - whether dearness allowance, grain concassion or housing,

(b) arduousness or unpopularity of particular types of work necessitating extra remuneration for such work,

(c) difficulty of making effective standardisation of earnings where some are piece work and some time work earnings.

Standardisation, however, does not necessarily mean uniformity and variations in remuneration are, of course, admissible in regard to such matters as locality, conditions of service, arduousness of work, special degree of danger in work, etc.

4. The following suggestions are given for consideration of Labour Supply Committees:

(a) An attempt should be made to break down the average earnings of - unskilled labour in invidicual concerns into the.....

the following sub-heads:

(1) Basic wages (which should not normally be in excess of the pre-war wages prevailing in the locality concerned).

(2) Addition to basic wages for-
  (i) arduousness of the work;
  (ii) dearness allowance;
  (iii) imported labout allowance.

(3) Value of concessions-
  (i) grain concession;
  (ii) housing concession;
  (iii) other concessions.

(4) total.

(b) Standardisation is most important in regard to (1), (2) (ii) and (3) (i) in sub-heading (a).

(c) That where unskilled labour is employed on piece work, the piece work rates should be so adjusted that earnings should be approximately 25 percent over similar time work rates.

5. Imported Labour. : Instructions are being issued that the remuneration of labour should be expressed and evaluated as indicated above."

Draft Minutes of the Eighth meeting of the Executive Sub-Committee of the Provincial Labour Supply Committee, Bombay, held in the Secretariat, Bombay, at 12 Noon on Friday the 13th July 1945.

Present:

Chairman - Sir Charles Bristow, C.I.E., I.C.S., Adviser (Home) to H.E. the Governor.

Members - C.G. Kale, Esq., C.I.E., I.S.E., Chief Engineer and Secretary to Government, P.W.D.

Col. V.F. Craing, M.C., Deputy Chief Engineer, 108 L. of C. Area.

Rao Saheb J.V. Muzumdar, B.A., Secretary.

The following officers attended the meeting by invitation:

S.V. Joshi, Esq., B.A.(Cantab.), Commissioner of Labour.

Muhammad Shariff Khan Haniffkhan, Esq. B.A., ~~I.P.S., District Sup~~ Executive Officer of P.L.S.C. and District Superintendent of Police, Thana.

The A.C.M.G., 108 L. of C. Area sent a message that he would not be abce to attend.

The D.A. D.P. &. L., 108 L. of C. was not present.

2. Labour Supply Depot. Thana.

At the outset, the Chairman informed the members that intimation has been received (D.O.) from the Government of India, Department of Labour, regarding the decision arrived at by that Government to ask the Government of Bombay to complete the Second P.C.L. Unit and then to close down the Depot by the end of August, if possible.

It was accordingly decided that the requisite steps should be taken to wind up the Depot organization as desired by the Government of India. The record Office will, however, remain as long as the two B.C.L. Units continue to exist.

Government should be requested to inform all Departments that the premises of the Depot in Wagle Estate (Mile 21-1-Bombay-Agra Road, Thana) will not be required for the Depot and that they will be available for use in connection with any other Government work or Scheme.

3. Agenda Item No. 1
Grant for maintenance of Buildings etc. in Labour Supply Depot, Thana.

Letter from the Executive Engineer, South Thana Division No. A/3896, dated 2nd June 1945, states, inter alia, as under:

"Please arrange to sanction funds to the extent of Rs.500/- for maintenance of the Labour Supply Depot at Thana during 1945-46, at an early date.

2. Repairs of urgent nature will be carried out in anticipation of allotment of funds."

Endorsement.....

Endorsement by the Superintending Engineer, Northern Circle, ~~down the Depot~~, No. G-65/5360, dated 14th June 1945. Passes on the above for necessary action and makes remarks.

In view of the decision of the Government of India to close down the Depot, it was decided that no more expenditure should be incurred thereon and the question of providing the proposed grant for maintenance of buildings etc. should be dropped.

Agenda Item No. 2.
Blankets for Labourers

Letter from the Superintendent, Labour Supply Depot, Thana, No. L.S.D. 588. dated 27th June 1945:

"In connection with the supply of blankets for labourers at this Depot, I have to report that we have been in continuous correspondence with the Assistant Stores Purchasing Officer, about the supply for our labourers, and the result thereof has not been satisfactory.

He obtained for us one quotation from a Supplier at Bijapur, who wanted Rs. 21/- per blanket. The sample sent was very rough and open weave, and as the price, I considered, was far too high, it was not accepted. I then requested the stores Officer to make further enquiries and he gave as the name of another firm who was prepared to give kumblees and that Rs. 5/10/- each.

As Kumblees were not satisfactory for our purposes, and the matter being urgent and so long delayed, I decided to try myself, and managed to get blankets at controlled rates. As the blanket was of good quality and the size we wanted, I ordered 400 of these at the controlled rate of Rs. 9-11-6 each, thus makinge a saving of Rs. 11-~~4~~-6 on each over that given by the Stores Officer.

I hope that this action of mine in not going through the Stores Purchasing Officer will be approved. The matter was very urgent as the Army Collecting Centre refused to give any more blankets. If my direct action is approved. ~~The matter was very urgent as the Ar~~ then I propose to try and get more blankets at the controlled rates, as many more will be required in the near future. The size of the blanket is 8' x 5'.6" and weight about 5 lbs.

The Superintendent's action in purchasing 400 blankets at the rate stated by him directly through a dealer, instead of through the one nominated by the ~~Sdd~~ Stores Purchasing Officer was approved.

As regards the Superintendent's request for purchasing additional blankets of the same quality and rate, it was decided that as the 3rd Unit will not now be raised, the number of additional blankeets to be purchased should be restricted to the actual requirements of the existing Units only.

Agenda Item No. 3.
Unskilled Labour - Measures for publicity regarding recruitment.

Extract Report (Associated Press, India) published in the Times of India, dated 19th May 1945 under the caption "Drive for more manpower":

"To.....

"To meet the demand for man-power as our forces advance, more and more men are being released from labour at army base establishments in India. To fill their places civil labour is being recruited.

Enlisted either directly or through army recruiting organizations, the men for civil labour are taken to Thana, Bombay, where they are medically examined. After collect clothing, they are sent to Dehu and during the first forthight are taught personal hygiene and sanitation. Communal cook--ing solves the problem of food. The normal rate of pay is 12 annas a day, with free rations, clothing, accommodation and and medical attention. Some of these men save Rs. 15 to Rs. 18 a month. In one camp recently, Rs. 25, 000 were sent by the workmen in money orders in one month.

Recruitment is chiefly from Gujarat. Pathans and Mahars from this Province predominate."

The question whether translations of the above article in Marathi, Gujarati and Kannada should be inserted in leading ~~in Marathi~~ Papers of those languages, with a view to giving publicity to the recruitment for the B.C.L. Units (H.S.), was then considered and it was decided that in view of the decision of the Government of India referred to in para-2 above, no action appeared to be called for now on the part of the P.L.S.C.

The Recruiting Officer may take such action as he may think necessary for his purposes.

6. Agenda Item No. 6.
Bombay Civil Labour Units (Home Service)-
Recruitment for the

From the latest recruitment figures received from the Labour Supply Depot, Thana, the position regarding the strength of the 1st and 2nd Units at the Army Collecting Centre is as ~~of-th~~ under:-

First Unit ..... 955) Excluding 93 labourers from the
Second Unit .....802) party of Pathans returned to
Waiting at the the ~~party~~ Depot from Dehu Road.
Labour Supply Depot.62)

At the present rate of recruitment the strength of the 2nd Unit is expected to be completed very soon.

The question accordingly for consideration was whether the recruitment for the 3rd Unit should not be started.

In view, however, of the orders of the Government of India, referred to in para 2 supra, it was decided that that question should be dropped.

7. Agenda Item No. 5.
Wall-Clock for office of Record Officer.
Bombay Civil Labour Units (Home Service).

Letter No. R.O. 7 , dated 26th June 1945, from the Record Officer, B.C.L. Units (H.S.), Thana, requesting to be supplied, among other items of stationery, with one wall-clock for his new office.

It.....

It was decided that the Time-piece recently sanctioned for the office of the Superintendent, Labour Supply Depot, Thana, should be transferred to the Record Office, after closure of the Depot.

8. Agenda Item No. 6.
Employers' Return in form 'A' regarding unskilled Labour-Change in the date of submission of.

Letter from the Secretary, Chamber of Commerce, Bombay, No. 1579/195, dated 28th June 1945, addressed to the Govern-ment of Bombay, (Political and Services Department):

"I am directed to refer to Order No. 7889/34, dated the 15th of June issued under the Defence of India Rules calling for statistical information of unskilled workmen to be furnished before the 10th day of every month.

My committee consider that in practice it will be extr-emely difficult to adhere to this date, more especially in the case of piece workers. They therefore recommended to Government that the date fixed should be the 1st day of each month instead of the tenth."

After discussion, it was considered that 20 days' time should be sufficient for preparing the statistical information of Unskilled Labour in Form A. It was accor-dingly decided that the latest date for submitting the Form to the Labour Supply Committee encerned should be the 20th day of the month, instead of the 10th. Government should be requested to notify the revised date for the information and guidance of all Employers of Unskilled Dabour.

9. Agenda Item No. 7.
Returns for Unskilled Labour-
Exemption from submission of -

Letter No. LMP 5/647, dated 26th June 1945, from the Government of India, Department of Labour, addressed to all P.L.S.Cs. (copies to all Provincial Governments):

.....

"I am directed to refer to correspondence ending with this Department Memorandum No. LMP/5/478, dated 16th November 1944 in which officers in charge of works (including mili-tary works) were required to furnish regularly statistical returns in forms 'A' and 'AA'. These returns have no doubt been helpful in co-ordinating the unskilled Labour Supply on an all India basis by adjusting the surplus in one area towards the deficit in the other.

The War Department have now represented that they have innumerable new works in progress and consequently, it is impracticable for them to extract returns on a large scale. They also stress that the Garrison Engineers are already overburdened with desk work and that any further work imposed on them in preparing labour statistics on large scales will result in diverting engineer-effort from more important matters. They have requested that officers in charge of the Defence Works may in future be exempted from submitting the above returns.

The difficulties pointed out by the War Department have been carefully considered by this Department and it has

been.....

been accordingly decided, as a special case, to exempt the War Department from submitting statistical returns in Forms 'A' and 'AA', as a temporary measure, until more settled conditions obtain. The other Departments will, however, continue to submit the above returns as heretofore."

The orders of the Government of India were noted; it was observed, however, that in the absence of the figures from the War Department Organizations who are the principal Employers of Unskilled Labour, the statistics to be collected by the Labour Supply Committee would be incimplete.

10- Agenda Item No. 8.
Employers' return of Unskilled Labour -
Modifications in Form A regarding the -

Letter from the Government of India, Department of Labour, No. LMP 95(1), dated 16th June 1945:

" I am directed to refer to your letter No. 7889/349851-E, dated the 24th May 1945 and to state that the Govt. of India have no objection to the Bombay Government modifying form 'A' as proposed in the letter mentioned above."

The modification approved by the Government of India was noted. It is based on the recommendation of the P.L.S.C. (vide para 10 of the minutes of the meeting of that committee held on 11th May 1945).

111 Agenda Item No. 9.
Bombay Civil Labour Units (Home Service) -
Progress of recruitment for the -

The attached statements showing the progress of recruitment of labour were read and recorded.

12.
Agenda Item No. 10.
Date of the next meeting of the Executive Sub-Committee of the P.L. S.C. on the 3rd August 1945.

It was decided that this date be left over to be fixed at the next meeting of the P.L.S.C. on the 3rd August 1945..

Extra Items of Supplementary Agenda.

13. Extra Item No. 1.
Motor Truck for Labour Supply Depot, Thana.

Pending receipt of the final orders of the Government of India on the report of the Director of Unskilled Labour Supply, Calcutta, regarding the future of the Labour Supply Depot, Thana, the proposal to purchase a new lease-lend motor truck for the Depot was held over. In the meanwhile, the Government of India suggested that hiring of such a conveyance. The Home Department (A.R.P.) were accordingly requested to arrange for the hire of a G.T.S. truck on daily hire system of Rs. 5/- or 10/- per diem, the running expenses being paid by the Depot.

The proposals of the Home Department (A.R.P.) were received but in view of the orders of the Government of India referred to in para 2 supra, the question of hiring a motor truck was dropped.

14. Extra Item No. 2.
Standard wage rates - Application of -
to unskilled labour in mills et-

P.L.S.C. letter No. L.S.C. 48(1)/3541, dated 19th June 1945, to the Commissioner of Labour, Bombay, :

" I am directed to refer to your letter No. L.O.V. 7665, dated 15th June 1945, on the subject noted above and to state that the wage rates fixed by the P.L.S.C. apply to all unskilled labour. The object of fixing the rates is to bring all Govt. Services into line in fixing future rates and to induce private concerns to adopt the same.

2. The rates are intended for new employees and it is not intended that the wages paid to persons already employed should be changed in order to comply with these rates.

The rates are not legally enforceable and so, their adoption by private concerns is voluntary."

The Commissioner of Labourinformally expalined that the following difficulties lie in the way of enfor--cing the decisions conveyed in the above letter (viz. that the standardized wage rates will apply to all New unskilled labour, including that employed in Factories):

(a) In factories, the work is continuous and rates of wages are fixed by nature of occupation and any change in rate for new workers will lead to unnecessary complications and difficulties e.g. the work being con--tinuous, there is no such thing as any new work. Moreover, paying labour already in employ on the same king of work at one rate and the newly taken labour for the same wort at another rate, will mean distinction which is likely to lead to unnecessary complications and difficulties.

(b) In Factories, where there is a graded scale, is the maximum of such graded scale required to conform to the maximum laid down by the P.L.S.C. ? If the reply be in the affirmative, it is also likely to raise complications regarding existing labour and new labour as the scales are common according to the type of work involved.

The Chairman explained the pisition. He pointed out that while the term "New Labour" had been used, it was in fact impossible for factories to take on new labour in place of old on the same works at reduced rate and that the purposes of the P.L. S.C. would be served if additional labour was prohibited from being employed at rates above the standard rate. The Commissioner of Labour agreed and observed that this amplification, would lessen difficulty (a) mentioned above

Regarding (b), it was observed that the maxima of the graded scales referred to, were not to be affected by the maximum limit (i.e. wage rate plus D.A.) laid down by the P.L.S. C., as these were to govern only the initial recruitment of the additional labour engaged by the Factories. The standard rate will, in

fact, be any wage between the basic wage and the total of such basic wage plus D.A.

Any subsequent additions to the wages beyond the maximum limits laid down by the P.L.S.C. would be in the nature of extra remuneration for 'experience' or 'supervision' and so, would not affect the ordinary rate.

The Chairman, promised that a note elucidating the position would be placed before the next meeting of the P.L.S.C.

15. Extra Item No. 3:
Minutes of the meeting of the Regional Labour Supply Committee, Bombay City, held on 4th July 1945.

The minutes were read and recorded, after the following points were considered:

(I) Standardization of wage rates.

The R.L.S.C. minutes state as under:

"The President brought to the notice of the Committee the ~~one~~ anomaly that had inadertently crept in with regard to the maximum daily wage to be paid to female labourers, and suggested that it be reduced from Rs. 1/4 to Rs. 1/-. This would, he said , maintain the policy adopted by the Committee that a female labourer be paid 4 annas less than a male labourer. The Committee agreed to this. "

The correction being in order, was accepted.

(II) Statistical information in respect of New Works in Form 'AA'

Regarding the recent notification of Government making complusory the submission of statistical information in Forms A & AA by employers of unskilled labour, the R.L.S.C. expresses a doubt as to how it would be possible for a per-son carrying on an undertaking and intending to employ unskilled workmen for a new work, to furnish the information in Form AA one month in advance.

No orders have been asked for on the above point but it was considered that there should be no difficulty in furnishing the information in question one month in advance.

(III) Extra Labour.

The R.L.S.C. minutes state, inter alia, that the General Manager, Telephones, Bombay District, had approached the Chairman, R.L.S.C., Bombay City, with a request that he be advised and assisted in obtaining labour, as great difficulties are being experienced by him. The Chairman advised the General Manager to get into touch with the Secretary, P.L.S.C. with regard to this point.

No such reference has so far been received by the P.L.S.C. from the General Manager. However, all labour recruited at the Labour Supply Depot, Thana, is meant for the Bombay Civil Labour Units (Home Service) for employ-ment at the Army Collecting Centre and this Depot will now be closed down as soon as the 2nd Unit is completed.

16.....

16. Extra Item No. 4.
Minutes of the meeting of the Regional Labour Supply Committee, Bombay Suburban District, hel on 4th July 1945.

The minutes were read and recorded after following points were considered:

(I) Revised schedule of rates proposed by D.C.E., of 198 L. of C. Area.

The R.L.S.C. minutes state as under:

"It was resolved that the R.L.S.C. should be informed that this Committee adhered to the rates it has fixed for Bombay Suburban District. The D.C.E.'s rates were 2 annas less for a Coolie man or woman. If the military authorities found it possible to get labour on the D.C.E.'s rates, this committee had no objection to them. But the Committee saw no reason to depart from its own rates which were the minimum possible. The private employers in fact have to pay more than the Committee's own rates in order to get sufficient labour."

The revised rates for cooly man and woman proposed by the D.C.E. and those already approved by the R.L.S.C. for Bombay Suburban District are shown in below,

*Vide concluding portion of para 8 of the minutes of the Executive Sub-Committee meeting held on 13-4-1945)

D.C.E.'s revised rates (all inclusive)	Rates approved for unskilled labour in Bombay Suburban District by R.L.S.C.	Total including D.A.
Cooly man From: 1-2-0	Maximum 0-10-0) Plus D.A.	1-4-0
to 1-12-0	Maximum 1-4-0) Rs. 16 p.m. for	
Cooly woman From: 1-0-0-	Maximum -8-0) 26days' month which works out	1-14-0
to -1-10-0	Maximum 1-0-0) at /10/-a day	1-12-0

During the discussion, the question was raised as to how it is possible, for the D.C.E. to secure labour at lower rates as pointed out by the R.L.S.C. The D.C.E. (Col. Craig) who was present at the meeting, surmised that the possible reason may be due to the low quality available after the best labour is taken away by the other employers.

It was decided that the R.L.S.C. should be asked to ascertain the reason viz. how the M.E.S. has been abo to get labour at the lower rate and what numbers were employed at that rate.

(II) Increase in Dearness Allowance.

The R.L.S.C. minutes state as under:-

"It was resolved that there was no need to change the Committee's rates to adjust with the small increase indicated by the increase in Government's rates of dearness allowance. It was undesirable to change the rates frequently for small adjustments."

The decision was agreed to.

(III).....

(III) Composition of the R.L.S.C.
The R.L.S.C. minutes state as under:

"It was decided to take up a new member on the Committee in place of Mr. S.R. Patkar to represent the interests of Contractors and to approach the Hinustan Construction Co. and M/S. Motichand and Co.. to suggest suitable names."

The decision of the R.L.S.C. was acquiesced in.

17. Extra Item No. 5.
Sweepers - Recruitment of

P.L.S.C. letter No. L.S.C. 32(11), dated 20th June 1945 to the Collector and Chairman, R.L.S.C., Ahmedabad:

"In connection with the above noted question, the Collector of Sholapur has forwarded inter alia, letter* No. 103, dated 3rd June 1945 from the Administrator, Pandharpur Municipality. It will be seen from the concluding portion thereof that sweepers for that Municipality are recruited through a Bhangi contractor by name Mr. Isac Fulgi Khristi Anand, Karasanpura, Dist. Ahmedabad.

*Not printed.

2. As the Bombay Civil Labour Units are badly in need of sweepers, I am to request you kindly to see if 20 to 24 sweepers, could be secured through the contractor named above on the following terms :

Pay Rs. 30/- per month plus free rations, free clothing, free accommodation (single) and free medical attendance while at the Army Collecting Centre or the site of work (Dehu Road).

3. I shall be obliged if you would kindly arrange to send the recruited sweepers in one or two batches as may be convenient, to the Superintendent, Labour Supply Depot, Thana, under the escort of a peon or clerk of your Regional Labour Supply Committee. The amount spent over the travelling fares of the sweepers and the escort will be reimbursed by the Superintendent after arrival of the part

4. In conclusion, I am to request that special efforts may kindly be made to recruit the required number of sweepers through the source referred to above."

Memorandum from the Collector and Chairman, R.L.S.C., Ahmedabad, No. RLSC -1-232, dated 4th July 1945 - forwards letter from the Mamlatdar of Anand No: WAR.76 (Recruiting), dated 3rd July 1945:

"It have the honour respectfully to submit that the Contractor Mr. Isac Fulgi is out, His father Mr: Fulgi Karsan was called and he has agreed to supply about 20 to 24 sweepers (males as well as females) provided he is given commission of Rs. 1-8-0 per one person.

I may, therefore, kindly be informed of the amount of Commission which Mr. Fulgi will be paid.

Mr. Fulgi has agreed to collect the persons within a month

On receipt of the reply regarding commission to be paid to Mr. Fulgi I shall ask him to collect the sweepers

.....

and.....

and send them to Thana."

P.L.S.C. Express letter No. L.S.C. 32(11)/3721, dated 7th July 1945 to the Collector and Chairman, R.L.S.C., Ahmedabad:

--- "Proposal to allow commission of Rs. 1-8-0 for each ~~wopp~~ sweeper recruited approved. This payment will be made after the men actually join duties at the woek - site.

Please inform Contractor to recruit male sweepers only as females are not enrolled for Units. In all twenty men are required. Transport charges for the recruits and escort will be reimbursed by Superintendent, Labour Supply Depot, Thana, after arrival there vide para 2 of my letter No. L.S.C. 32(11), dated 20th June 1945. Kindly treat this matter as emergent and advise this office and Superintendent, Labour Supply Depot, Thana, regarding the despatch of party."

The decision regarding payment of commission at Rs. 1/8/- per sweeper recruited was confirmed.

The number of sweepers now asked for through contractor Fulgi is only 5 men, in view of the Government of India decision to close down the Depot at Thana after the 2nd Unit is completed.

18. Extra Item No. 6.
Supervisory staff P.C.L.Us. Weeding out of inefficients from the -

Letter from the Government of India, Department of Labour, (Directorate of Unskilled Labour Supply) No. USL /4445, dated the 26th June 1945.

-- "The standard of supervision in P.C.L.Us. still leaves much to be desired. Unit Comds and Seconds in Command are frequently reported on as incompetent and lazy, while Supervisors and Assistant Supervisors have no control over the men with the result that abscondings are many and output or work suffers seriously. The quality of the Labour is on the whole good and exellent reports are being received regarding units in which the Supervisory staff is keen and hardworking.

Recruitment from Civilian sources has received a fair trial and has already failed to supply the type of man competent to obtain satisfactory results and it is therefore necessary to take drastic steps to improve the position. With this end in view, the military authorities have been requested to make available a number of pensioned ex VCOs and NCOs suitable for employment in all grades of the Supervisory staff. It is not intended to change the civilian character of those units, and ex military men appointed as Supervisory staff will be engaged as civilians and will not wear the badges of rank to which they may have been entitled while serving with the army.

You are requested therefore, to review the position very carefully both as regards units now forming and those already at work, and to take very early steps to terminate the services of those in any grade of the Supervisory staff who have been reported on as incompetent, lazy, given to intrigue or otherwise unsuitable for retention in the general interest of the unit. If no really suitable civilian is available,,,,.....

is available in replacement, you should apply to the OC Army Collecting Centre, through which the unit was raised for the posting of an ex VCO or NCO suitable for the vacancy which you have to offer.

Action taken by you in this matter may please be reported in due course."

Endorsement (Political and Services Department) No. 8264/34/13329 - E, dated 10-7-45 - forwards the above to the Secretary, P.L.S.C. for favour of necessary action and report.

The Chairman explained the purport of the communic--ation from the Government of India and said that the necessary steps will be taken to reshuffle the existing supervisory strehgth to the extent necessary and evan advantage will also be taken in this connection of the closure of the Depot and the disbanding of the supervi--sory staff recruited in advance for the 3rd B.C.L. Unit (H.S.) to provide the best men for the two Units. The Executive Officer promised to go through the lists with the Superintendent.

Sd/-
Secretary,
Provincial Labour Supply Committee, Bombay.

Bombay,

16th July 1945.

———ooo———

Draft Minutes of the Eleventh meeting of the Provincial Labour Supply Committee, Bombay, held in the Secretariat, Bombay, at 12 Noon on Friday the 3rd August 1945.

Present:

Chairman - Sir Charles Bristow, C.I.E., I.C.S., Adviser (Home) to H.E. the Governor.

Members - S.V. Joshi, Esq., B.A., (Cantab.), Commissioner of Labour.

C.G. Kale, Esq., C.I.E., I.S.E., Chief Engineer and Secretary to Govt., P.W.D. (Roads and Buildings).

Col. V.F. Craig, M.C., Deputy Chief Engineer, 108 L. of C Area.

Major R. Cohen, D.A.D.P. & L., 108 L. of C. Area.

Capt. C.Gray for Lt. Col. A.F. Scott, Deputy Recruiting Officer, Poona.

Commander R.M.Philby, R.I.N., Services Resettlement Liaison Officer, Poona.

A. Saldhana, Esq., Deputy Chief Engineer 'Maintenance' G.I.P. Railway.

M.A. Dhoria, Esq., B.A., B.E., Representative of the Western India Buildans' Association, Poona

Miss Maniben Kara, Representative of the Provincial Committee of the Indian Federation of Labour.

Rao Saheb J.V. Muzamdar, B.A., Secretary,

The Director, Unskilled Labour Supply, Calcutta, was represented by Mr. S.V. Joshi, Commissioner of Labour,

The following also attended the meeting by invitation:

Lt. Col. G.W. Holland,, A.D.P. & L., Southern Army, (Ll A.B.P.O.).

Major J.R. P. Ottley, O.C., No. 2 Strike Labour Group H.Q., I.P.O., 21 A.B.P.O.

Muhammed Shariffkhan Hanifkhan, Esq., B.A., I.P., Executive Officer of the P.L.S.C. and District Superintendent of Police, Thana.

A.S. Asyekar, Esq., Assistant Labour Walfare Adviser, (Government of India).

The.....

The following members intimated their inability to attend the meeting:-

Dinkar Desai, Esq., M.A. LL. B.,
Representative of the Bombay Provincial
Trade Union Congress.

P.J. Manly, Esq., I.S.E.,
Superintending Engineer, Western Circle,
Central P.W.D.

The following were not present:

D.R. Pradhan, Esq., I.C.S.,
~~Pradhan~~, Chairman, National Service Labour
Tribunal, Bombay.

The A.Q.M.G., 110 L. of C. Area.

The A.Q.M.G., 167 L. of C. Sub-Area.

The A.Q.M.G., 108 L. of C. Area.

2. Agenda Item No. 1.
Confirmation of minutes

The Minutes of the meetings mentioned below were confirmed:

(a) The last meeting of the P.L.S.C. held on 22nd June 1945.

(b) The last meeting of the Executive Sub-Committee of the P.L.S.C. held on 13th July 1945.

3. Agenda Item No. 2.

Regional Labour Supply Committee, Nasik - Composition of -

Letter from R.L.S.C., Nasik, No. RLSC(N)/188, dated 10th July 1945:

"As Mr. E.N.C. Marshall, former Bridge Engineer, S.M.P Railway, Manmad, has retired from Railway Service on 1st July 1945, his successor H.H. Alchin, Esq., M.B.E., has been appointed as a member of our committee in his place."

The change was noted.

4. Agenda Item No. 3.
Regional Labour Supply Committees - Representation of Labour on the -

P.L.S.C. letter No. L.S.C. 14/3181, dated 16th May 1945 to the Government of Bombay, Political and Services Department:

"I am diredted to refer to para 5 of the Minutes of the P.L.S.C. meeting held on 11th May 1945 and to request that in accordance with the decision therein embodied, a suggestion may kindly be submitted to the Government of India that it would be advisable to bring in a member (or possibly 2 in a large committee) to represent.....

represent workers on the Regional Labour Supply Committees set up in this province.

2. If the Government of India are pleased to approve such representation, the Regional Labour Supply Committees as well as the members of the P.L.S.C. will be requested to suggest suitable names. For this purpose, local representatives of Central Organizations of established standing will be orderred to those of merely local standing. Non-local persons will not be considered to be eligible. This procedure may also be brought to the notice of the Government of India and their approval requested to the representation recommended in para above."

Letter No. L.M.P 86(7), dated 9th July 1945, from the Government of India, Department of Labour :

"I am to refer to this Department's letter No. LR 91 dated 14th April 1944 embodying the decision of the Govt. of India that there should be two representatives of workers on the Provincial Labour Supply Committees.

2. The Government of India have further considered it desirable that there should be two representatives of workers also on each District or Regional Labour Supply Committee. They accordingly direct that two suitable Representatives of workers should be nominated by the Provincial Labour Supply Committee or the Regional Labour Supply Committee concerned, as members of the District of Regional Labour Supply Committee in consultation with the Provincial Committee ~~concerned~~ of All India Trade Union Congress and the Indian Federation of Labour and where no provincial Committee exists, in consultation with the Central Organization.

The decision of the Government of India was noted. The Regional Labour Supply Committees have been requested to take necessary further action for selecting two representatives of workers on their respective committees, in consultation with the Workers' Organizations as suggested in para 2 of the Government of India letter, and to report the names of the selected representatives for approval of the P.L.S.C.

5. Agenda Item No. 4.
Compounder, First Bombay Civil Labour Unit (H.S.) - pay of -

Memo No. L.S.D. 700, dated 14th July 1945, from the Superintendent, Labour Supply Depot, Thana - forwards for orders letter No. 5A dated 11th July 1945 from the O.C. No. 2 Static Labour Group H.Q. I. P.C. submitting an application dated 19th Jule 1945 (for grant of the maximum salary of his grade viz. Rs. 60/- p.m.) from Mr. Jaswant H.Dave, Compounder, First B.C.L.U. (H.S.) duly recommended by the Medical Officer and the Unit Commander and suggesting that the matter be placed before the P.L.S.C. The O.C. adds as under:-

"I personally approve of this application especially as the Unit Medical Officer is rather old and feeble and the help of this compounder is, therefore, particularly valuable."

As both the Medical Officer and the Unit Commander of the compounder as well as the O.C., No. 2 Static Labour Group

H.Q.I.P.C., have supported the application, it was agreed that the compounder should be allowed to draw Rs. 60/- p.m. being the maximum of his grade of Rs. 50-5-60.

6. Agenda Item No. 5.
Record Office - Bombay Civil Labour Units.

Letter from the O.C., No. 2 Static Labour Gropp H.Q.I.P.C., No. 5/Genl. dated 23rd July 1945:

" Since you are now closing down the Labour Supply Depot at Thana, may I suggested that the Record Officer should be situated at Dehu Road as both the Units will be continuously working in this Area."

After discussion, it was decided that the Record Office should continue at Thana.

7. Agenda Item No. 6.

Civil Labour Units, Dehu Command and Administration of -

Endorsement from O.C., 35 Group H.Q.I.P.C.Dehu Road, No. C.7/77, dated 5th July 1945 - forwards copy of the following letter No. 0386/64/PL/B, dated 20th June 1945 from G.H.Q.(I) - Q.M.G.'s Branch Ind. Pnrs. & Labour Directorate, New Delhi:

"No. 2 static Labour Group H.Q. may replace No. 35 Ind. Pnr. Group H.Q., as Army Collecting Centre for Bombay P.C.L.Us.

2. Control of P.C.L U.S. at Dehu should be transferred from No. 35 Ind. Pnr. Group H.Q. to No. 2 Static Labour Group in accordance with instructions laid down in paras 1 and 2 of this H.Q. letter No. Q. Misc/0386/PL/B, dated 7th Feb.1945."

The O.C. 35 Group I.P.C. adds as under:

"The duties of A.C.C. were transferred from 35 Gropp, I.P.C. to No. 2 Static Labour Gropp, IPC, Dehu w.e.f. 4 Jul. 1945."

The change in the A.C.C. for the B.C.L.Units (H.S.) was noted.

8. Agenda Item No. 7.
Standardization of wage rates - Unskilled Labour -

Letter from the Government of India, Department of Labour, No. LMP 96(7), dated 18th July 1945:

"I am directed to refer to this Department's letter No. LMP 2/858, dated the 27th October 1944 which indicated certain general principles for the standardisation of wage rates of unskilled labour. The steps taken by Provincial Labour Supply Committees so far to standardize* wage rates for unskilled labour are summarised in the annexure to this letter.

*Not printed as extracts were attached t agenda.

2. The need for some power of enforcement of standard rates has been put forward. It is difficult, however, to resort to compulsory enforsement in a market

of.....

of short supply and without standards of inspection which, at present, are perhaps not feasible. The possibility of some measure of enforsement in Government contracts (as after all Government is one of the largest employers of labour) will form the subject of a separate communication.

3. Standardization of wage rates of unskilled labour in a market of short supply to prevent unduly high wage rates has proved difficult. Some Provinces have, however, achieved a measure of success in this direction, and the Government of India hopes that Provincial Labour Supply Committees will do all that is possible to prevent the payment of inflated wages.

4. The maintenance of an adequate minimum standard of wage rate for unskilled labour is likely to prove even more difficult. An unduly rapid drop in wage rates must have disastrous effects on the standard of living of the labour concerned and must be prevented. The drop should in general follow the general trend in cost-of-living indices though it is perhaps undesirable to link it specifically to an individual index(except where, as in Cawnpore, this has been already attempted.) The Government of India suggest that this problem should engage the attention of Provincial Governments and Labour Supply Commi ttees, so that, if possible, plans to control the drop may be prepared in advance of requirements."

The G vernment of India letter war read, pending receipt of the further communication promised in para 2 of the letter, the suggestions and views of the Regional Labour Supply Committees have been invited on para 4 of the letter.

9. Agenda Item No. 8.
Note on recording of statistics of Unskilled Labour.

As stated in para 14 of the minutes of the last meeting of the Exceutive Sub-Committee of the P.L.S.C. held on 13th July 1945, the accompanying note by the Chairman, P.L.S.C. explaining certain doubts and difficulties in the collection of statistics of wages and the fixing of standard wages was read and discussed. It was decided that the note should be forwarded to all Regional Labour Supply Committees for information and guidance, the minimum period of 12 months stated in para 5 thereof being changed to 3 months.

10. Agenda Item No. 9.

Standardization of wage rates.

Letter from the Government of India, Department of Labour, No. LMP 90(2), dated 11th July 1945:

"I am directed to refer to this Department letter No. LMP 2-858, dated 27th October 1944 on the subject and to request that the following amendments may be made thereto:

(i) At the end of sub-para 1 of para 2 add: "To make standardization of wages effective it is necessary to define a standard day's work as 8 hours exclusive of meal times."

(ii) Substitute the following for the last sentence of para 2 " Once such rates have been fixed, construction

contracts.....

contracts can be checked with reference to those rates by contracting officers and their financial authorities in order to ensure that the contract rates are not in excessof the standard rates."

(iii) Add the following as sub oara 3 of para 2 "Wherever cost of living indices are available, their general movements should be taken as indivative of variations in the cost of living.

If for any reason they are not considered reliable, Provincial Governments should in addition to the cost of living indices take into account all other relevant factors in assessing the increased cost of living."

The Government of India letter was read. It has been forwarded to all the Regional Labour Supply Committees (except Ahmedabad where no standard wage rates have been fixed) for information with a request to report whether, in view of the ~~information with arr~~modifications since made by the Government of India in their directive letter referred to, the proposals already approved in respect of standardization of wage rates in their respective areas, require to be revised. Their replies are awaited.

A copy of the directive letter of the Government of India No. LMP 2/358, dated 27th October 1944, modified as above is attached for ready reference.

11. Agenda Item No. 10.
Bombay Civil Labour Units (H.S.) - Appointments of Mamatdars in Gujarat for recruiting labour for -

Letter from the Government of India, Department of Labour, No. LMP 111(8), dated 15th July 1945:

"Reference correspondence ending with your letter No. 8409/34-E, dated the 6th July 1945 on the above mentioned subject. I am directed to inform you that since the Provincial Government have advanced no fresh arguments in support of their *Proposals, the Government of India regret that they find no justification to revise their orders conveyed in this Department letter No. LMP 111(8), dated the 27th April 1945".

Regarding the appointment of two mamlateds in Gujarat for recruiting labour for the B.C.D. Us(H.S.).

As the orders to close down the Labour Supply Depot, Thana, have been received and as it has been decided in consequence not to recruit labour at the Depot after the 2nd B.C. L. Unit is completed, the P.L.S.C. is no longer interested in the proposed appointments. The Government of India letter was accordingly recorded.

The orders still affect the Army Recruiting Officers. It will, therefore, be for the Recruiting Officers to move in the matter if they consider some extra held necessary.

12. Agenda Item No. 11.
Wages to be paid to labour while at the Labour Supply Depot, Thana.

Letter from the Government of India, Department of Labour, No. LMP 106(7), dated 20th July 1945 addressed to Secretary, P.L.S.C., Bombay:-

"With.....

"With reference to your letter No. L.S.C. 36/3407, dated the 9th June, 1945 on the above mentioned subject, I am diredted to say that in view of the decision to close down the Thana Labour Supply Depot, the Government of India are not inclined to sanction the proposed increase in the daily wage rate at the depot which, if agreed to, may have expensive reprecussions elsewhere. In the circumstances, the Government of India will be grateful if the Provincial Government agree not to press the proposal."

The decision of the Government of India was noted. As the recruitment of labour at the Labour Supply Depot, Thana, will now be stopped in consequence of the closure of the Depot, no action on the Government of India letter is now necessary. A copy thereof has, however, been forwarded to the Government of Bombay and the Superintendent of the Depot, for information.

13. Agenda Item No. 12.
Provincial Civil Labour Unit personnel - Repatriations.

Letter from the Director, Unskilled Labour Supply, Calcutta, No. USL/4484, dated 14th July 1945, addressed to Record Officers, P.C.L.Us. :

"The following decisions by Government of India should be noted in connection with the repatriation of Provincial Civil Labour Units and individuals.

1. The employing agency is liable to pay men up to and for the day of detrainment at the Army Cillecting Centre at the full rate applicable at the worksite. From day following that of detrainment at the Army Collecting Centre up to and including that of final discharge, payment will be at annas 8 per day per labour, and basic pay i.e. 80% of normal rates for supervisory personnel.

2. Rations F.S. Units will receive I/T scale of rations (or cash Rs. 1.8.0 in lieu if not available) up to day of detrainment at Army Collecting Centre and thereafter H.S. Scale of rations until discharge. H.S. Units will receive H.S. Scale of rations until discharge.

3. Dispersal should be effected within 48 hours of the Unit arriving at the Labour Supply Depot for discharge. After this period all concessions will cease to be admissib Pay during this period is at annas 8 per day per labourer and 80% of Basic rate to supervisory, staff. Rations will be issuedat H.S. Rates.

4. Free transport is admissible back to the place of recruitment but no pay or rations during this journey.

5. The expenditure incurred by Labour Supply Depots in this connection will be debited to Depot Charges. (47-Misc. Dept. of Unskilled Labour Supply Scheme Labour Supply Depots.)"

The Director's letter was read. A copy of the same has been forwarded to the Government of Bombay and the Superint--endent, Labour Supply Depot, Thana, the latter with a request to communicate the instructions also to the Unit Commanders, Bombay Civil Labour Units, for information and guidance.

14.....

14. Agenda Item No. 13.
Provincial Civil Labour Units - Scales of Rations -

Read P.L.S.C. letter No. L.S.C. 32(5)/3177, dated 16th May 1945, requesting that the existing limit of 18 ozs. of wheat flour as laid down in Item 1 of Appendix B. to the Government of India Scheme for PCLUs (H.S.) be raised to the higher limit of 22 ozs. applicable for all labour during the time they stay at the Depot.

Letter from Government of India, Department of Labour, No. LMP 71(7), dated 3rd July 1945:

"I am directed to say that the question of increasing the grain rations has received very careful consideration but in view of the general food situation it is not considered advisable to increase the present scale of 18 ozs. grain.

The Provincial Civil Labour Unit ration scales have been drawn up in consultation with nutrition experts, and the 18 oz. grain ration contained therein forms only a part of a scale which is very liberal.

It may be pointed out that the Civil Rationing Schemes, similarly devised with a view to providing adequate nutriment for manual workers also include an 18 oz. grain ration.

x x x x x ."

The decision of the Government of India was noted. As the Labour Supply Depot, Thana, is to be closed, it was considered that there was no point in pursuing this question of increase in the rations.

15. Agenda Item No. 14.
Reserve Rations for Labour on Journey.

Letter from the Government of India, Department of Labour No. LMP 116(5), dated 6th July 1945, addressed to Collector of Gorakhpur:

"Reference your letter No. 3291, dated the 30th May 1945 on the above mentioned subject, I am directed to inform you that Government of India feel that this Department Memorandum of even number dated 5th May 1945 has been misunderstood, as it refersspecifically to 'Reserve Rations' as distinct from daily rations. Thus if a journey is likely to take from 12 to 24 hours, the labour will be supplied with two days' rations (i.e.the rations for the journey plus one day's reserve rations). Similarly for a journey likely to take three days, six days' rations should be supplied (The rations for three days plus three days' reserve rations). Thus in the case mentioned by you, viz, the journey to Singareni which takes 4 days, 7 days' rations should be supplied."

16. Agenda Item No. 15. Supervisory staff- P.C.L.Us. - Confindntial raports on -

Circular letter No. USL/4491-Confl., dated 19th May 1945 from the Director, Unskilled Labour Supply, Calcutta:

"1.P.C.L.Us(FS): .The Director, Pioneers and Labour GHQ(I) in his letter No. 6888/2/PL/A, dated 23rd April 1945, to D.D.P.& L. Adv HQ ALFSEA drew attention to the desirability of obtaining

information.....

information regarding the suitability of Unit Seconds in Command for promotion to commend a unit should it be necessary at any time to remove the military officers now officiating and to appoint civilians in their stead. The following procedure was laid down :

(a) Confidential reports on 2nds-in-command of PCLUs (FS) considered suitable to command a PCLU(HS) should be initiated by the Unit Commander.

(b) Group Commander to add a short summary of his opinion of the qualifications of the officer to command a PCLU(HS) and definate recommendation whether fit or unfit to undertake such command

(c) Reports to be forwarded through normal Labour Service channels until it reaches an ADP & L who will forward the report to the Director, Unskilled Labour Supply.

(d) The Director, Unskilled Labour Supply, if he agrees that the civilian is suitable to command 'HS Unit, to arrange for his appointment to such unit and his relief. Director, Unskilled Labour Supply to deal direct with DDR & L. AEFSEA.

2. It is now desired to obtain similar information regarding the supervisory staff of other forms of labour, i.e., PCLUS (Home Service) and Imported Civil Labour and it is requested that the following procedure may be adopted:

(a) PCLUs(HS).

Armies/Commands are asked to adopt the procedure outlined above with the addition that reports on Unit Commanders also should be initiated by the Group Comdr IPC or Local Head of the Service under whom the unit is working. This report should commen on the performance of his duties as Commander of a HOME SERVICE unit and contain a definite recommendation as to his fitness to be appointed to the Command of a FIELD SERVICE unit.

(b) Imported Civil Labour.

The D.G. Labour Supply (Coal), Superintending Engineer Estern Aviation Circle, CPWD and Addl. DGMP Ordanance Factories are asked to arrange for the rendition of similar reports on the Supervisory staff of Imported Civil Labour employe under their direction who may be of the rank of Unit Supervisor or above.

These reports should contain a remark on the following point

(i) Discipline - Power to control labour.
(ii) Intelligence and aptitude for work.
(iii) Educational ability.
(iv) Personal integrity.
(v) Whether suitable for promotion stating grade for which considered qualified.

3. It is requested that these reports may be rendered on the completion of six months service and at six monthly intervals thereafter. They should be forwarded to the Director, Unskilled Labour Supply, Anderson House, Aliporé, Calcutta.

4. Character rolls compiled from the reports rendered on the staffs of all the types of labour referred to above will be maintained in the office of the Director, Unskilled Labour

..... Supply.....

Supply, and copies will be made available to an officer nominated by the Provincial Government concerned."

P . L.S.C. letter No. L.S.C. 36-I/3423, dated 23/25th June 1945 to the Government of Bombay :-

" I am directed to refer to Government Memorandum Political and Services Department No. 8409/34/10811, dated 1st June 1945 and to state that as required by para 4 of the Director, Unskilled Labour Supply, Calcutta's circular letter forwarded therewith, the Government of Bombay, will have to report to the Director the name of the Officer to who copies of the characyer rolls complied from the reports redered on the staffs should be made available by him. The Adviser (Home) to H.E. the Governor & Chairman, P. L. S. C. Bombay, has therefore decided that the officer in question, should be the Secretary, P. L. S. C., Bombay. The Director may kindly be informed accordingly.

2. In accordance with the instructions issued in para 2(a) of the Director's Circular letter noted above the reports are to be initiated by the Group Commander, I.P.C. or local head of the Service under whom the H.S. Unit is working. Presumably the term local head of the Service means the C.C. of the employing service at Dehu Road. The Director may kindly be requested to report whether the above presumption is correct."

Letter No. USL/4491, dated 9th July 1945, from the Director, Unskilled Labour Supply, Calcutta:

"It is hereby confirmed that the confidential reports in respect of Units employed at Dehu Road should be initiated by the O.C. Employer Service there."

The orders were noted.

17. Agenda Item No. 16.
Gang Leaders & Assistant Supervisors, P.C.L.Us.
Training and upgrading of . -

Letter from the Government of India, Department of Labour - Directorate of Unskilled Labour Supply, Calcutta, No. USL/4445, dated 27th June 1945, addressed to all Commanders P.C.L. Units:

"Sufficient time has now elapsed in the case of many units to enable the efficiency and attention to duty of the lower grades of supervisory staff to be assessed, and it may well be that some are suitable for, and deserving of, advancement to a higher post.

2. Two types of candidates for promotion will come to Notice:

(a) Those who may be suitable for promotion without further training to fill vacancies within the unit or in similar units located in the vacinity.

(b) Those who appear likely to make good after further training at the Army Collecting Cent-

3. Unit Commanders should therefore consider the supervisory staff of their unit under the above headings and take the following action:

The.....

The work of men who it is considered may be suitable for promotion will be closely watched over a period and the assistance of the Local Group Comdr., I.P.C. or Labour Service Representative should be sought in putting them through a practical and educational test of their ability.

The result of these tests, with recommendations for the future employment of the candidate will be forwarded to this Directorate under the headings set out in para 2 above.

It is emphasised that only the names of men showing considerable promise and unremitting attention to their duty should be forwarded as the vacancies to be filled are few in number, and no consideration of family connection, religion, caste or financial inducement must be allowed to influence the recommendations.

4. Should more personal be recommended for local promotion than there are vacancies to be filled, they may at their option proceed to an Army Collecting Centre for further training, and if passed as suitable for promotion, will be posted to a new unit as and when a vacancy occurs. While under training, personal will be paid under the terms laid down in Labour Department Circular No. 10 of 11Septr. 1944 as amended, but will not draw pay for any period spent on leave pending reposting.

They must be prepared to re-engaged for a further period of 12 months on the usual terms, but any previous service as Assistant Supervisor will count towards the year required to earn increment of pay, or in the case of Gang Leaders, the bonus payable under Labour Department No. 84(13) of 7th May 1945."

The above letter is addressed to all Unit Commanders of P.C.L. Units direct by the Government of India and a copy has been endorsed to the Superintendent, Labour Supply Depot, by the Political and Services Department.

2. The instructions are meant to be followed by the Unit Commanders in respect of the lower supervisory staff under them and their reports are to be sent direct to the Director, Unskilled Labour Supply, Calcutta.

3. The Government of India letter was noted.

18. Agenda Item No. 17.
Medical Officers. B.C.L.Units (H.S.) & the Labour Supply Depot, Thana - Uniforms for -

P. L. S. C. letter No. L.S. C. 32(1)(II)/3139, dated 16th May 1945 to the Government of Bombay:-

"I am directed to refer to para 11 of the minutes of the last P.L.S.C. meeting held on 11th May 1945 and to request that in accordance with the decision arrived at by the committee, Government may kindly be moved to sanction-

(i) The Supply of the uniforms in question for all Medical Officers (viz. the 3 Medical Officers of the B.C.L.Units and 1 Medical Officer for the Labour Supply Depot, Thana) on the basis of the Government of India advertisement referred to; and

(ii) the reimbursement to the Medical Officer, Labour Supply Depot, Thana, of the cost of his two suits (viz. Rs. 50/-)

.....on.....

on his producing the requisite vouchers."

Letter from the Government of India, Department of Labour, No. LMP 71(10), dated 6th July 1945:

" I am directed to refer to your letter No. 8499/34/9848-E, dated 23rd May 1945 and to say that Medical Officers of Civil Labour Units (HS) are entitled to free supply of clothing and personal equipment as issued to all other personnel of these Units.

I am to add further that Government order in respect of Medical Officers at Labour Supply Depot at Thana, is being issued separately."

The Government of India orders were noted.

19. Agenda Item No. 18.
Graves registration.

Circular No. USL/4498, dated 12th June 1945, from the Director, Unskilled Labour Supply, Calcutta

"At a recent conference at which the Director General, Graves Registration and Enquiries, War Office, and the Assistant Director of Graves Registration and Enquiries A ALFSEA, were present, it was decided that personnel of Civil Labour Units would only be accorded the "grave treatment"

afforded to service personnel when death was directly due to enemy action.

2. On the termination of hostilities however, the Imperial War Graves Commission will wish to commemorate in some suitable form the names of all personnel of Civilian Labour Force Units whose death was not directly due to enemy action. It was therefore considered that an up to date record of such names should be maintained for handing over to the Commission when required.

3. Will you therefore please arrange to maintain a regis--ter of all personnel whose death is NOT due to enemy action so that a complete record exists and can be handed over when time comes."

The Circular has been communicated to the Superintendent, Labour Supply Depot, Thana and the Unit Commanders, B.C.L. Units (H.S.)and they have been requested that arrangements should be made to maintain a register so that complete information could be available, if and when required. The Superintendent, Labour Supply Depot, Thana, has also been requested to issue ~~same~~ similar instructions to the Record Officer, B.C.L. Units (H.S.), Thana.

20. Agenda Item No. 19.
The Government of India Review No. XIV on Unskilled Labour Supply for April 1945.

The Review was recorded.

21. Agenda Item No. 20.
~~The Government of India~~ The Civil Labour Units (H.S.)
Progress of recruitment for the

The attached statements showing the progress of recruitment

of.....

of labour were read and recorded.

It was observed that as the Labour Supply Depot, Thana, will now be closed down, the Army Recruiting Officers should be requested that instead of sending the labour recruits to the Depot they should now be sent direct to the Army Collecting Centre i.e. No. 2 Static Labour Group H.Q.I.P.C. 21 A.P.O. Similarly, the Army Collecting Centre should be requested to discharge the rejected recruits the direct instead of sending them to the Depot at Thana for the purpose.

22. Agenda Item No. 21.

It was decided that the next meeting of the provincial Labour Supply Committee should be held on Saturday the 8th September 1945 at 12 Noon in the Secretariat, Bombay.

Extra Items of Supplementary Agenda.

23. ~~Miscellaneous.~~ Extra Item No. 1.
Regional Labour Supply Committees - Representation of R.N., R.I.N. and R.A.F. on the -

*Vide para 3 of the minutes of the meeting of the Executive Sub-Committee held on 25-5-45.

It has been decided that the R. L.S. Committees in this Province should arrange for representatives being invited from their respective local head quarters of R.N., R.I.N. and R.A.F. to becomes members of their Committees.

The proposals regarding these representatives, so far, received from the R.L. S. Cs., Nasik, Ahmedabad, ~~shown~~ Bombay Suburban District, Bombay City and Kalyan are as shown in the Subjoined statement.

Name of R.L.S.C.	R.N.	R.I.N.	R. A.F.
Bombay Civy.	Naval Officer-in-Charge has Been written to.		Representatives of R.I.F. and R.A.F. are already on the Committee.
Nasik.	Not applicable as these services are not represented ~~as these services~~ in H.Q. 165 L. of C, Sub-Area (c/o) 23 A.P.O.		
Ahmedabad.	No. R.N. and R.IiN. in the area of the Committee.		O.C., R.A.F., Ahmedabad.
Bombay Suburban District.	(i), Lt. Comdr. C.B. Sethna, O.B.E., J.P., R.I.N.V.R.		
	(ii) Mr. Mohmed Saqlain, Dockyard personnel Officer.		Will be forwarded when received.
Kalyan.			Lt. Comdr. J.S. Ramadas R.I.N.V.R.

The.....

S/L.P.A.
Rockey.

proposals
The above/were accepted.

24. Extra Item No. 2.
Bombay Civil Labour Units (H.S.) - Raising dates of

(a) letter from the Officer-in-Charge, Adm., H.Q., 108 L. Of C. area, No. 18126/QPL, dated 19th July 1945:-

"With reference to your letter No. L.S.G. 47-III/3641., dated 28th June '45.

Please intimate if the date, 8 Jan. '45, shown as the date No. 1 Bombay Civil Labour Unit (HS) was formed, is the date agreed by you as the raising date of this Unit.

It is also requested that you intimate the date agreed upon, as the raising date of No.2 Bombay Civil Labour Unit (HS)."

(b) Letter from the Director, Unskilled Labour Supply, Calcutta, No. USL/4337/6, dated 20th July 1945 - forwards a copy of the ruling on the date of repatriation of the 1st B.C.L. Unit issued by the Director, Ind. Emrs. and Labour, Q.M.G.'s Branch, G.H.Q. (I) under his letter No. 0378/9/PL/A. dated 25th June 1945:

"Reference Your No. USL/444/7 dated 26th June 1945.

As the new rules on the subject of re-engagement bonus already provide for proportionate bonus at 1/12th of average pay for each month of service, there is, thefefore, no objection to repatriation of units after 1 year from the date of arrival at worksite of the first coy."

The decision of the G.H.Q. was noted.

2. After discussion, it was agreed on the suggestion of Lt Col. Holland, that the date of formation of the Unit should be the date of completion of the Unit, i.e. the date on whic the last party making up the full strength of the Unit was sent from the Depot to the Army Collecting Centre. The Superintendent, Labour Supply Depot should accordingly be requested to report these dates in respect of both the Units for communication to H.Q. 108 L. of C. Area.

25. Extra Item No. 3.
Minutes of the meeting of the R.L.S.C., Ahmedabad held on 23rd July 1945.
The minutes were recorded after noting the following decision of the Committee:
"Continuance of R.L.S.C., Ahmedabad.
The question about the dis-continuance of the Committee and the staff is dropped as the question of the Dearness Allowance to Mill operatives is not finally settled and in view of Govt. Notification (Political and Services Department) No. 7889/34, dated 15th June 1945, by which statistics for all the Directricts of Gujarat are to be collected by this Committee."

Sd/-
Secretary
Provincial Labour Supply Committee, Bombay,

Bombay,
4th August 1945.

——oooOooo——

Copy of a letter from the Government of India, Department of Labour No. LMP 2-858, dated the 27th October 1944. (As amanded by their letter No. LMP,90(2) dated 11.7.45.)

"If we are to have a contenced labour force without unnecessary add unjustifiable increase in wage rates, standardi--sation of remuneration of unskilled labour must be brought about th the maximum possible extent, and Labour Supply Committees may be asked to give their careful attention to the matter and to do overthing possible to fix standard rates as early as possib

2. The main objects of standardisation are to attract an adequa unskilled labour force for Government enterprises and to prevent competitive movements of wage rates designed only to attract labour. Standardisation should not, however, operate so as to depress wage rates to unfairly low levels. To make standardi--zation of wages effective it is necessary to define a standard day's work as hours exclusive of meal times.

It is considered that immediate scope for standardization will be found in respect of casual labour in Government under--takings and of newly recruited labour, whether in private or Government employment though it may be found that for some time to come only maxima for wage rates can be recommended. Once such rates have been fixed, construction contracts can be checked with reference to those rates by contracting officers and their financialauthorities in order to ensure that the contract rates are not in excess of the standard rates.

Whever cost of living indices are available, their general movements should be taken as indicative of veriations in the cos t of living.

3. There will always be difficulties to overcome in securing any measure of standardization. Some of these difficulties are -

(a) lack of uniformity in conoessions - whether dearness allowance, grain concession or housing,
'b) arduousness or unpopularity of particular types of work necessitating extra remuneration for such work,
(c) difficulty of making effective standardisation of earni--ngs where some are piece work and some time work earnings.

Standardization, however, does not necessarily mean uniformity and variations in muneration are, of course, admissible in regard to such matters as locality, -

4. The following suggestions are given for consideration of Labour Supply Committees :-

(a) An attempt should be made to break down the average earnings of ---- unskilled labour in individual concerns into the following Sub-heads:

(1) Basic Wages (Which should not normally be in excesseof the pre-war wages prevailing in the locality concerned.)
(2) Addition to basic wages for -
(i) arduousness of the work;
(ii) dearness allowance;
(iii) imported labour allowance.
(3) Value of concessions -
(i) grain concession;
(ii) housing concession;
(iii) other concessions.

4. Total.....

(4) Total.

(b) Standardization is most important in regard to (1) (2) (ii) and (3) (i) in sub-heading (a).

(c) That where unskilled labour is employed on piece - work, the piece work rates should be so adjusted that earnings should be approximately 25 ~~rates shou~~ percent over similar time work rates.

5 Imported Labour : Instructions are being issued that

Weekly 'Intake' of unskilled labour at the Labour Supply Depot, Thana, for the last four weeks.

For week end ng.	Labour taken on during the week.	Source of Supply i.e. (a) The particular Recruiting Centre (b) Other Source.	No. of the Bombay Civil Labour Unit (HS) for Which the recruits have been taken on.	Total number of labour in the unit referred to in Cil. 4 up-~~to~~-date.	Remarks.
..	2.	3.	4.	5.	6.
Sunday 8.7.45.	126	Bombay 58 Poona 58 S. Khan10 126.	No. 1 No. 2.	955 750	Rejected Deserted S. Khan.1 Bombay 7 Poona 8 15
Sunday 15.7.45.	136	Bombay 70 Poona 64 R.C,C.1 Other 1 136	No. 1 No. 2.	955 877	Deserted. Rejecte Bombay 6 Poona 1 Poona 14 B'bay 3 20
Sunday. 22.7.45.	89	Bombay 47 Poona 38 Others 4 89.	No. 1 No. 2.	950 1023	Desertee. Rejecte Bombay 5 Poona 5 Poona 2 7
Sunday 29.7.45.	Nil	Nil	No. 1 No. 2	830 1016	No recruits from 20th July 1945.

Strength of Labour Supply Depot, Thana, received on 'Phone on 3rd Aug. 1945

Depot.	Bombay Civil Labour Units. At the Depot,.	At the A.C.C.	1st and 2nd Uni
Superintendent.	1.		
Medical Officer	1.		
Asstt. Supdt.	1.		
Head-Clerk-cum-Acctt.	1.		
Supervisors.	2.		
General Clerk.	1.		
Typist.	1.		
Compounder	1.		
Driver	1.		
Cooks.	2.		
Hamals.	7.		
Chowkidars.	5.		
Sweepers.	3.		
Store-Keeper.	1.		
Unit Commander	-	-	1
Medical Officer	1	1	1
2nds -in-Command.	-	1	1
Supervisors.	-	2	7
Asstt. Supervisors.		8	18
Storemen Clerks.	-	1	1
Nursing Orderlies	5	6	6
~~Nursing Orderlies.~~			
Compounder	-	1	1
labours.	1	830	1016
Sweepers.	-	9	5
Chowkidars.	-	10	9

——oooOooo——

No. L.S.C. 3(6)

Abbrev:Tel:Address:
'PLABSUPCOM'
'Phone No. 28000.

Office of the Secretary, Provincial Labour Supply Committee, New Block, Opposite Secretariat, Bombay.
7th August 1945.

From

Rao Sheb J.V. Muzumdar, B.A.,
Secretary, Provincial Labour Supply Committee, Bombay.

To

C.G. Kale, Esq., C.I.E.,
Chief Engineer and Secretary to Govt.
P.W.D. (Roads and Buildings).

Sir,

I am directed to forward herewith a copy of the draft minutes of the meeting of the Provincial Labour Supply Committee, Bombay, held on the 3rd August 1945 and to request that if the minutes are approved by you, this office may kindly be informed to that effect not later than the 13th instant. Your concurrence in the minutes will be presumed if no reply is received on or before that date.

2. The minutes will as usual be put up for formal confirmation at the next meeting of the Committee to be held in Bombay at 12 Noon on 8th September 1945.

Your obedient servant,

Sd/-
Secretary,
Provincial Labour Supply Committee, Bombay.

Copy, with a copy of the draft minutes referred to, forwarded for information to the Political and Services Department.

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(Draft) Minutes of the Twelfth Meeting of the Provincial Labour Supply Committee, Bombay, held in the Secretariat, Bombay, at 12th Saturday the 8th September 1945.

Present:

Chairman - (His Excellency Sir Charles Bristow, C.I.E., I.C.S. Acting Governor of Bombay.)
the
In Chairman's absence, S.V. Joshi, Esq., B.A. (Cantab) Commissioner of Labour, Presided over the meeting under instructions from the Chairman.

Members - S.V. Joshi, Esq., B.A. (Cantab.), Commissioner of Labour.

Col. A.E. Armitage, Dy. Chief Engineer, 108 L. of C. Area.

Lt. Col. A.W. Moody, A.A.& QMG, 108 L. of C. Area (for A.Q.M.G.. 108. L. of C. Area).

Major C. Smithson, D.A. Q.M.G., 108 L. of C. Area (for A.Q.M.G., 108 L. of C. Area).

A. Saldhana, Esq Deputy Chief Engineer, 'Maintenance', G.I.P. Rly.

Dinkar Desai, Esq., M.A., L.L.B., General Secretary, Bombay Provincial Trade Union Congress.

Miss Maniben Kara, Representative of the Provincial Committee the Indian Federation of Labour.

Rao Sheb J. V. Muzumdar, B.A., Secretary.

The Director, Unskilled Labour Supply, Calcutta, was repres Mr. S.V. Joshi, Commissioner of Labour.

Lt. Col. G.W. Holland, A.D.P.& L., Southern Army,

also attended the meeting.

The following members intimated their inibility to attend

D.A.D.P. & L., 108 L. of C. Area
Commander R.M. Philby, R.I.N. Services Resttlement Liaison Officer, Poona

M.A. Dhoria, Esq., B.A., B.E., Representative of the Western India Builders' Association.

& Secy to Govt. (Roads & Buildings) also sent a telephone
W. H.E. Garrod, Esqr., I.S.E., Chief Engineer/message that being held up at Lonavla due to derailment of train, and could not reach Bombay to attend the meeting.

The.....

following were not present:

D.R. Pradhan, Esq., I.C.S.,
Regional Director of Resettlement and
Employment and Chairman, National Service
Labour Tribunal, Bombay.

A.Q.M.G., 110 L. of C. Area.

Dt. Col. A.F. Scott,
Deputy Recruiting Officer, Poona.

P.H. Hanly, Esqr.,
Superintending Engineer, Western Circle.
Central P.W.D.

A.S. Anyekar Esq.,
Conciliating Officer Central Bombay)

and
Major R.J.R. Pottley,
(O.C. No. 2 Static Labour Group H.Q. I.P.C.)
who were did not attend..

Agenda Item No. 1.

The minutes of the last meeting of the Provincial Labour Committee held on 3rd August 1945, were confirmed.

Agenda Item No. 2.
Travelling Allowance to Workers' Representatives on Regional Labour Supply Committees.

Letter from the General Secretary, Bombay Provincial Trade Committee, dated 11th August 1945:

"Since it has been decided by Government to have two representatives of labour on each Regional Labour Supply Committee, question of payment of travelling allowance to member attending meetings of the Regional Committees should be considered. It is likely that some members representing labour may not be in those towns where the meetings of the Regional Committees held. For instance, a member of the Nasik Regional Committee stary at Amlaner or Dehlia, while the meetings of the Committee be held at Nasik.

2. The BPTUC urges that in such cases travelling allowance would be paid to the members attending the meetings of the Committee is important to remember that the representatives of labour are earlly poor and are not in a position to incure expenditure on their travelling. It is, therefore, necessary that they should be travelling allowance in order to enable them to attend meetings the Committees.

3. It may be mentioned in this connection that the Government of Bombay pay travelling allowance to members of various committees up by them. It is, therefore, proper that the members of the regional Labour Supply Committees should also be paid travelling allowance on the same basis as is paid to members of other committees up by Government.

4. It is hoped that Government will grant our request."

The following Regional Labour Supply Committees, under the.....

the skilled Labour Supply Scheme, have already been set up:

Name of Committee.	Area.
Regional Labour Supply Committee, Bombay City.	Bombay City.
Regional Labour Supply Committee, Bombay Suburban District.	Bombay Suburban District.
Regional Labour Supply Committee, Kalyan.	Thana District.
Regional Labour Supply Committee, Poona.	Poona District.
Regional Labour Supply Committee, Nasik.	Nasik District, East Khandesh & West Khandesh.
Regional Labour Supply Committee, Ahmedabad.	All Districts in Gujarat(viz.Ahmedabad Kair Broach, Panch Mahals and S Surat,)
Regional Labour Supply Committee, Belgaum.	Belgaum, Bijapur, Dharwar & Retnagiri Districts and Kanara.

All these committees will now have representatives of Labour on them.

In their letter No. LR 91, dated the 50th March 1944, the Government of India, Department of Labour, have desired that the expenditure on account of the travelling and other allowance of the official members of the committees be borne by the Departments or authorities concerned and have hoped that non-official members will be agreable to meet their own expenses.

After discussion, it was, agreed that Travelling Allow--ance should be allowed to the orkers' Representatives on the Regional Labour Supply Committees as they are called upon by Government to work on the committee on behalf of Labour which is at present working for Government. It was accordingly decided that the Government of Bombay should be requested to address the Government of India to relax their orders of 30th March 1944 in favour of workers' representatives on the Regional Labour Supply Committees as a special case, the P.D. S.C. being empowered to deal with each case on its merits and fix the scale of travelling allowance to be allowed.

4. Agenda Item No. 3.
Revised Schedule of Rates - (Sweepers)
108 L. of C. Area.

of

Letter from D.C.E., 108 L/C. Area, No. 88005/LCB/E-8 dated 23rd August 1945:

"Your concurrence is requested to enhancing the maximum Daily Rate of pay for Sweepers from the present rate of Rs. 1/8 to Rs. 1/12/- in KALYAN and AMBERNATH area."

It was decided that the proposal of the D.C.E. should be referred to the Regional Labour Supply Comittee, Kalyan, for their remarks.

5. Agenda Item No. 4.

Statistical.....

Statistical Information in Form A -
from Railways - Submission of -

Letter from the Secretary, G.I.P. Railway, Bombay, (Central Manager's Office) No. 22328 - XA/171, dated 8th /11th August 1945:

"In accordance with the instructions contained in your letter* quoted on the margin, under this office circular letter No. 22328-XA/87, dated 13th October 1944, addressed to the Chairman of the various Regional Labour Supply Comm--ittees (copy to you) the officers of this Railway referred to therein were asked to send the statistical information in Form "A" direct to the areas for which no Regional Co--mmittees have been set up, the Returns in Form "A" are being submitted to your office.

2. The Chairman, Regional Labour Supply Committee, Bombay City, for the reasons given in his letter No. RLSC /8/5094 of 19-7-45, has requested this office to arrange, in future, for the collection of the necessary details from all departments and to submit one consolidated report in Form "A" to his office every month.

3. Will you please state whether:

(a) the new procedure referred to in the foregoing paragraph is to be observed in the case of other civil dis--tricts also,

(b) You concur with what is stated in the last para of the Chairman's R.L.S.C. letter referred to in para 2 above;
so that instructions can be issued to departments to take action accordingly.

4. It will be appreciated if you will clarify the position for the guidance of this Administration at an early date."

The R.L.S.C., Bombay City, have requested the Railway as under:

(a) that the Railway should submit one consolidated returns in Form A in respect of all the Departments of the Railway in the City of Bombay.

(b) that the limit of 100 labour be applied to Railway Department as one unit and not to ~~Railway Dep~~ each of them individually for the purposes of submitting the statistical information.

During discussion, attention was drawn to the following previous decisions of the P.L.S.C.:

(1) P.L.S.C. letter No. L.S.C. 14, dated 25th May 1944:

"2. In order to prevent over lapping, it would be best if the information were collected by Civil Districts and the figures shown separately for

(1) Military Works
(2) Railway Works.
(3) All other employment.

The.....

The figures for (1) & (3) will be supplied by the Military and the Executive Engineers (P.W.D.), while those for (2) will be supplied by the Railways.

3. The Committee thus do not need a consolidated return for the whole Railway. What they want are figures by Districts for each Department of the Railway and it will be useful if they come through the head office of the Railway."

(2) Endorsement below P.D.S.C. letter No. L.S.C. 11(5)/3878, dated 23rd July 1935, laying down that the limit of 100 labourers for the submission of Form A should be interpreted as applicable to each place of work.

It was decided, therefore, that the Chairman, R.L.S.C. Bombay City, should be requested to give the grounds on which his letter No. RLSE/8/5094, dated 19th July 1945 to the Deputy General Manager (staff) G.I.P. Railway, Bombay, was based, as the same is not in consonance with the previous decisions of the P.L.S.C. quoted above.

6. Agenda Item No. 5.
Regional Labour Supply Committees -
Representation of R.N., R.I.N., & R.A.F. on the -

Read para 23 of the minutes of the P.L.S.C. meeting held on 3rd August 1945.

Letter from the Collector and Chairman, R.L.S.C., Belgaum, No. R.L.C. 3., dated 6th August 1945:

"It has been reported by Staff Captain H.Q., 170 L. of C. Sub-Area that no additional representation of the R. A. F. is necessary on this Regional Committee, as Mr. H.D. Nargolwala who is already on this committee as the representative of Central P.W.D., will best serve needs of the R.A.F. as its sole representative."

Letter from the Secretary, R.L.S.C., Bombay City. No. RLSE/6/53[illegible]08, dated 13/14th August 1935.

"The Rear Admiral x x x suggests that there is no necessity on his part to appoint a representative of the Royal Navy to this Committee when a representative of the Royal Indian Navy is already in attendance. He, however, desires that he may be supplied with copies of the minutes of meetings for his information and guidance.

Under the circumstances, the question relating to t he representation of the Royal Navy on this committee does not arise."

The correspondence was noted.

7. Agenda Item No. 6.
D.C.E.E's wage rates (Revised Schedule).

The revised rates for cooly man and woman proposed by the D.C.E. and those already approved by the P.L.S.C. for Bombay Suburban District are shown below:

,C.E.'s revised ıtes (all inclusive).	Rates approved for unskilled labour in Bombay Suburban District by P.L.S.C.

					Total including
& Cooly man	From 1-2-0	Minimum 0-10-0)	Plus D.A. @		1-4-0
	to 1-12-0	Maximum 1-4-0)	Rs. 16 p.m. for 26days'		1-14-0
Cooly maman	From 1-0-0	Minimum 0-8-0)	month which		1-2-0
	to 1-10-0	Maximum 1-0-0)	works out at -10- a day.		1-10-0

During the discussion at the meeting of the P.L.S.C. held on 13th July 1945 the question was raised as to how it was possible for the D.C.E. to secure labour at lower rates. The D.C.E. (Col. Craig) who was present at the surmised that the possible reason may be due to the low quality available after the best labour is taken away by the other employers.

It was decided that the R.L.S.C. should be asked to ascertain the reason viz. how the M.E.S. has been able to get labour at the lower rate and what numbers were employed at that rate.

Letter from R.L.S.C. , Bombay Suburban District, No. WAR 81/-3C/359, dated 20th August 1945 as under:-

"The Garrison Engineer, Salsette, writes as under:

1. Men and wo-men coolies are not obtained through any agency, but local Maistries and Mukadams make efforts to get them and so far no difficulties are experienced by M.E.S. in getting this class of labour at the maximum rates of Rs. 1/12/- & Rs. 1/10/- respectively per diem.

2. The average number of such coolies who are employed on such rates in this division is 1228 monthly."

The information furnished by the Regional Labour Supply Committee, Bombay Suburban District, was noted,

8. Agenda Item No. 7.
Payment of Overtime Allowance to P.C.L.Us. (H.S.)

Memorandum from the Government of India, Department of labour , No. LMP 84(18), dated 23rd July 1945:

"Reference this Department Circular No. 15(H.S.) dated 15th September 1944.

Please substitute the following for the words "two annas per hour" appearing at the end of para 4(b) (ii) of the scheme appended to this Departments(Circular No. 15(H.S.) dated 15th September 1944:

"The following rates:-
(a) if labour works more th an 10 hours a day, on ovrtime allowance of annas four should be paid,
(b) if labour works more than 56 hours in week, an overtime allowance of annas eight should be paid;
(c) overttime allowance should be paid at the daily or weekly rates whichever is advantigeous to the workers."

The Government of India orders were noted. They have been communicated by Government to the Superintendent, by the P.L.S.C. to the Unit Commanders and the Record Officer, B.C.L.Us (H.S.) for information and guidance.

During.....

During discussion, the labour representatives expressed disagreement with the m odifications communicated by the Government of India. It was pointed out to them by the Chairman that they were the orders issued by the Government of India for the information and guidance of the P.L.S.C. and were included in the agenda for the information of members. If the labour representatives desired to suggest any modifications they should write to the Secretary, P.L.S.C. in the matter.

Mr. Desai and Miss Maniben Kara requested that they should be supplied with extracts from the original Government of India orders together with the modifications referred to.

9. Agenda Item No. 8.
Compensation for Civil Labour employed under Defence Services.

Letter from the Director, Unskilled Labour Supply, Calcutta, No. USL/4442, dated 2rd August 1945 - forwards two copies of instructions for submission of claims for compensation by presonnel of P.C.L.Us. and Imported Civil Labour employed under the Defence Services.

The instructions which were placed on the table for information of members were recorded. Copies have been supplied to the Record Officer, B.C.L.Unit s (H.S.)

10. Agenda Item No. 9.
The Government of India Review No. XV on Unskilled Labour Supply, for May 1945.

The Review was recorded. Copies have been sent to all Regional Labour Supply Committees and the Superintendent Labour Supply Depot, Thana, for information.

11. Agenda Item No. 10.
Record Office Schem
Civil Labour Units.

Letter from the Government of India, Department of Labour, No. LMP 58(13), dated 28th July 1945:

" In supersession of all the instructions issued for the setting up of Record O ffices ending with the issue of thi Department letter No. LMP 58(7) dated 23rd January, 1945, I am directed to covney the sanction of the Governor General in Council to the enclosed Record Office Scheme.

2. With the establishment of Record Offices in the Provinces/States civil labour units which have the longest period of unespired service should be the first to be brought under the ~~chee~~ scheme, ~~sith~~ others following in inverse chorono-gical order. Units which have 3 months or less to serve sho--uld not be included at all.

3.It will be observed that certain instructions such as Part II orders etc. were originally formulated keeping in view the conditions etc. of Pro incial Civil Labour Units only but these instructions may now be applied mutatis mutands to meet the requirements of other types of civil labour units.

4.....

4. In so far as the running of the Record Offices are concerned the expenditure should initially be met by the Provinces/States recovered at the end of the financial year from the Central Government. The expenditure will be finally booked under "47-Miscellaneous Departments - Emigration & Labour" a separate sub-head of account "Record Offices for Civil Labour Units" is being opened for this purpose. Instructions regarding the adjustment of recoveries etc. from other Employer Services will be issued separately.

5. In respect of receipts and payments made by the Record Offices against credits received from Employer Services the amounts will be accounted for under 'section - P- Deposits - Civil Depots under a new distinct minor head 'Deposits of Record Offices for Civil Labour Units'. Detailed heads should be opened to account separately for the transactions relating to family allotments of labour and other transactions.

6. The procedure as regards the settlement of compensad will be laid down separately.

7. The auditing of accounts of the Record Offices will be ~~the laid down s the~~ responsibility of civil accounts officers.

8. This scheme is being issued "with the concurrence of the Auditor General."

The Record Office Schema accompanying the Government of India letter which was placed on the table, was recorded.

Copies of the Government of India letter and the Scheme have been forwarded to the Record Officer, B.C.L. Units (H.S.) Thana, and he has been asked to start taking action in accor--dance with the instructions contained in the scheme.

According to this Scheme, the following staff is provided for a Record Office:

1. Record Officer, i.e. _ Ray.
Rs. 200-50[illegible] according to qualifications.

1. Assistant Record Officer. Rs. 150-10-250
(On the scale of one A.R.O. for each 15,000 accounts).

1
1. Supervisor or Accountant Rs. 80-4-120
for every two units or less.

1 Clerk per unit for pay accounting.
Rs. 40-5-80*

2. clerks per unit for Family allotments.

Although one clerk only will be necessa at the Record Office, one additional clerk may be required at the Unit.

1 Peon per 2 Units. Local Nerrick rates.

*The point of entry in scale being suitably amended to fall in line with the 'C' grade clear of the unifiee scale in class I & II towns.

12. Agenda Item No. 11

.....

Journeys.....

Journeys by the personnel of Civil Labour Units - Use of Warrant Form B (I.A.F.T. 1707) for the -

Government of India, Railway Department(Railway Board), No. 4297-T.C., dated 19th June 1945.:

"The Railway Board have agreed to the suggestion of the War Department that the civilion personnel of the Civil Labour Units at present employed on Defence projects in the India Command, Allied Land Forces area, etc., be permitted to use Warrant From B(I.A.F.T. 1707) for their journeys. Charges for these journeys will be paid for at public triff rates and the warrants will be suitably endorsed to that effect.

2. This has retrospective effect with a view to regularazing journeys performed heretofore.

3. The Railway Board will be glad if suitable instructions are issued to the staff at an early date.

Addressed : All Class I, II & III Railways (Except Jagadhri Light Railway).

Copy to the General Secretary, Indian Railway Conference Association for information."

The Government of India orders were noted. They have been communicated by Government to the Superintendent, Labour Supply Depot, Thana. Copies have also been endorsed by the P.L.S.C. to the Unit Commanders and the Record Officer, B.C.L. Units(H.S.) for information and guidance.

13. Agenda Item No. 12.
B.C.L.Units (Home Service) -
Proposal for disbanding the

Letter from the Director, Unskilled Labour Supply, Calcutta, No. USL/4337, dated 11th August 1945:

"The following extract from a report received from O.C No. 2 Static Labour Group, Dehu Road, is forwarded for your information and comments.

i.e. B. C.L. Units. In view of the unsatisfactory state of both these units and the very high cost of recruitment, the question of their immediate disbandment may please be considered.

My letter of even number dated 30th July refers.

"Remarks: No. 1. B.C.L.U. (H.S.)

This B.C.L.U. had an incident whilst working at C.P.D. and was taken over and removed from C.P.D. camp by this Hqrs and has since been thoroughly reorganised. The Unit Commander, 4 Supervisors, 5 Asst. Supervisors and two Gang Leaders were removed from this Unit and sent back to Labour Supply Depot, Thana, for discharge as they proved to absolu--tely unsuitable and had the Unit in a chaotic state. Their documentation was also in the same condition. Other Supervisory staff have been substituted for those sent away and the Unit has been drawn up to full strength by posting approximately 200 men from the recruits received during.....

during the month from L.S.D., Thana.

Remarks: No. 2 B.C.L.U. (H.S.)

I find this unit also practically in the same condition as No. 1. B.C.L.U. (HS) was. I have, therefore, stepped in and reorganised them. They now consist of nearly three companies and have a strength of about 600. They still require about 450 to bring them up to full strength. I will not require any more Supervisors, Asst. Supervisors or Gang Leaders from outside. I have got sufficient materials here to make these up. "

** I am using this Unit as a Pool Unit which is now being employed by various depots on high priority works :

250 to C.P.D.
250 to D.A.D.
200 to Transit Stores Depot(E.S.D.)
200 to Station duties, S.E. MO and 60 Ind. Field Hygiene Sec."

P.L.S.C. letter No. L.S.C. 61/4110, dated 20th August 1945:

"With reference to your letter No. USL/4337/6, dated 11th August 1945, I am directed to state that recruitment for the two Bombay Civil Labour Units (Home Service) has stopped and it is not clear how the high cost of recruitment is relevant to the question of their continuation.

The extract from the report of O.C. No. 2 Static Labour Group H.Q.I.P.C., embodied in your letter, itself says that units have been reorganised & are now on a satisfactory basis presumably

The Units were raised by the Government of Bombay for the use of the Defence Services and the question of their continuation or disbandment depends on whether the Defence Services still require them.

The Labour Supply Committee is not directly concerned in the matter now that recruitment has ceased."

Letter No. USL/4337/6, dated 25th August 1945, from the Director, Unskilled Labour Supply, Calcutta:

"With reference to your No. LSC 61/4110 of 20th August.

Para 1. The cost of recruitment is relevant in as much as, although the raising of the 3rd Unit has been abandoned, it will be necessary to keep these units up to strength and to counteract the abscondings which have been reaching a very high figure. It may be that the re-organiz-ation which has recently taken place will have the desired and the situation will be closely watched. Should however, the continue or any further unsatisfactory reports be received, it is proposed that the personnel be given one month's notice of disbandment in accordance with the terms of their engagement and that surplus units from elsewhere be sent to Dehu Road."

The correspondence was read and recorded.

14. Agenda Item No. 13.
Family allotment M.O. remittances.

P.C.L.U. Circular from the Government of India, Department of Labour, No. 53(F.S.), dated 6th August 1945:

"Comsequent on the application of Army Instructions (India No. 163 of 1945 to all Civil Labour Units in Field Service area, the presonnel of Provincial Civil Labour Units (Field Service) are entitled to make family allotment money order remittances free of money order commission."

The orders which apply to F.S. Units were recorded.. Copies thereof have been forwarded to the Record Officer and the Unit Commanders, B.C.L.Units (H.S.) for information.

15. Agenda Item No. 14.
Labour Camps - Provision of sanitary, Medical and Water-supply facilities in

Letter from the Superintending Engineer, Western Circle, Central P.W.D, No. 5603, dated 31st May 1945:

"I have the honour to invite a reference to the model rules prepared by the Government of India, Department of Labour, Vide their circular memo No. RR.51(4), dated 2nd May 1945, regarding the minimum conditions for sanitary, medical and water supply in labour camps engaged on central projects. I would request you to kindly let me know as to which condition should be applicable to the labour working on this Department projects on the rules framed by Government of India and those as laid down in your letter No. L.S.C. 6(1), dated 26th August 1944.

In case there is any doubt this may kindly be got clarfied from the Government of India."

Letter from the Government of India, Department of Labour No. Dy. 1864-LR, dated 15th August 1945:

"With reference to your letter No. LSC 6/3425, dated 6/7th June 1945, I am directed to enclose a copy of this Department's Office Memorandum No. LR 51(*) dated 2nd May 1945 with enclosure. These rules have not yet been finalised and, pending further advice, the Provincial Labour Supply Committee may apply its own rules to the projects with which it is concerned."

The letter from the Government of India has been communicated to the Superintending Engineer, Western Circle, C.P.W.D. , for information. The rules, accompanying the Government of India letter, were read and recorded.

16. Agenda Item No. 15.
P.C.L.Units (Home Service.)
Sanction to formation of

Memorandum of from the Government of India, Department of Labour, No.LMP 75(i), dated 6th August 1945:

"The sanction of the Governor General in Council is accorded to the raising at the instance of Quarter Master General in India upto one Provincial Civil Labour Unit (Filed Service) and 19 Provincial Civil Labour Units (Home Service) on the terms and conditions laid down in this Department letter No. LMP 18/47, dated 18th July 1944 and

Provincial.....

Provincial Civil Labour Unit Circular No. 15 dated 15th September 1944 respectively as amended from time to time. These units will be raised as and when required by the War Department (Quarter Master General's Branch.)

The expenditure involved is debitable to Old Main head 8 M.E.S. (4) General Charges of Defence Service Estimates."

The Government of India orders which have been communicated to all the officers concerned with the B.C.L. Units (H.S.) were noted.

17. Agenda Item No. 16:
Civil Labour Units.
Re-engagement for further period of service

Letter from the Director of Unskilled Labour Supply, Calcutta, No. USL/4491, dated 20th August 1945 addressed interalios to the Superintendent, Labour Supply Depot, Thana:

"The Government of India has aanctioned the issue of a bonus of one month's pay to personnel of PCLUs who, on completion of 12months satisfactory service, undertake to engage for a further period after taking 28 days leave in their homes.

A specimen of the form of re-engagement is enclosed herewith, and supplies of these are now available on application to the Director, Unskilled Labour Supply."

The orders of the Government of India were no
Copies of the letter have been forwarded to the Record Officer and the Unit Commanders, Bombay Civil Labour Units (Home Service) for information and guidance.

18. Agenda Item No. 17.
Unskilled Workmen -
Explanation regarding the scope of the term

Government Notification, Political and Services Department, No. 7889/34, dated 25th August 1945:

"In the exercise of the powers conferred by sub-rule (2) of rule 81 of the Defence of India Rules, the Government of Bombay is pleased to amend the Political and Services Department Order No. 7889/34, dated the 15th June 1945, as subsequently amended as under:

The following Explanation shall be substituted for the Explanation under clause 2 of the said Orders.

'Explanation : For the purpose of this Order, Unskilled workmen shall exclude:-

(i) 'technical personnel' covered by the National Service (Technical Personnel) Ordinance, 1940,
(ii) managerial and clerical staff,
(iii) persons earning approximately over* Rs. 100/- per mensem inclusive of dearness allowance and other concessions, and
(iv) persons working on 'machine or any machinery'

*Skilled labour drawing less than Rs. 100 per mensem (inclusive of dearness allowance) is not to be classed as unskilled."

The.....

The Government Notification has been endorsed to all the Regional Labour Supply Committees for information.

The amplification of item (iii) of the Explanation was noted.:

19. Agenda Item No. 18.

It was decided that the next meeting of the P.L.S.C. should be held on Friday the 5th October 1945 at 12 Noon in the Secretariat, Bombay.

Extra Item of Supplementary Agenda

20. Extra Item No. 1.
Revised schedule of rates
D.C.F., 108 L of C Area.

P.L.S.C. letter to D.C.E., 108 L. of C. Area, No. L.S.C. 15/3780, dated 7th July 1945:

"I am directed to state that in the meeting held on 22nd June 1945 the P.L.S.C. Have approved the following wage rates for unskilled labour in the area of the R.L.S.C. , Bombay Civil vide para 7 of the minutes of that meeting.

Bombay Civy.	Standardized wage rates.			
	Minimum wages without D.A.	Maximum wage without D.A.	Dearness Allowance.	Total Maximum wage with D.A. not to exceed.
Men	-/12/-	1/4/-	No definate figure fixed as it is a fluctuating questum- However, the minimum D.A. is annas /-8/- per diem which may be raised to a figure subject to the total limit (wage plus D.A.) shown in the last column.	2/-/-
Women	-/8/-	*1/4/-		1/12/-

2. As the maximum rates laid down in the Labour rate Schedule accompanying your letter No. 88005-LCB/34 -E-8 dated 5th January 1945 do not exceed maximum wage rates with D.A. approved b the P.L.S.C., there is no objection to the former rates being adopted by you. "

Letter from the D.C.E., 108 L. of C. Area, No. 88005-LCB/83/E.8, dated 17th July 1945:

"It is presumed that the maximum rates of ruppes two given your above quoted memo will also apply to the following unskilled labour -

(i) Bhisty with mussack.
(ii) Chowkidar,
(iii) Sweeper.

Please confirm."

Letter from the Commissioner of Police and Chairman, R.L.S.C., Bombay City, No. RLSC/4/5144, dated 24th/25th July 1945:

"Reference .....

"Reference your endorsement No. L.S.C. 15-II/3871, dated 21st July 1945 below copy of letter No. 88005-LCB/83/E-8, dated 17th July 1945 from the D.C.E., 108 L. of C. area.

This Committee have decided in their meeting held on 7th March 1945 that Bhisty and Chowkidar should get each annas 4/- and 2/- respectively more than the minimum and maximum wage rates for unskilled labour including sweeper.

According to the above policy, the maximum rates with dearness allowance for the following catageories of labour will be :-

(i) Bhisty with musack.	Rs. 2/4/-
(ii) Chowkidar	Rs. 2/2/-.
(iii)Sweeper	Rs. 2/-/-

P.L.S.C letter No. L.S.C. 15-II/3968, dated 31st July 1945 to R.L.S.C., Bombay City:

"With reference to your letter quoted above, I am directed to invite reference to the undermentioned minutes and correspondence which have taken place subsequent to your committee's minutes quoted in your letter under reference:

(i) Para 6 of P.L.S.C. letter No. L.S.C. 48(1)/2739, dated 4th April 1945.
(ii) Concluding portion of para 2 (ii) of the minutes of your Regional Committee's meeting held on 4th April 1945.
(iii) Para 2 of P.L.S.C. letter No. L.S.C. 48(1)/ 3034, dated 17th April 1945.
(iv) Para 3(i) of the minutes of your committee's meeting held on 16th May 1945.
(v) P.L.S.C. letter No. 48(1)/3592, dated 27th June 1945.
(vi) P.L.S.C. letter No. 48(1)/3789, dated 17th July 1945 .

2. From the above it will be seen that your committee has decided that under no circumstances should unskilled labour be paid including D.A. more than Rs. 2/- per diem and that Lt. Col G. Perry C.R.E. who represented the D.C.E. has agreed with the rates recommended by your committee for the catagories of labour named in the revised schedule of the D.C.E.

In the circumstances, it seems that the rates approved by the P.L.S.C. ~~of~~ for Bombay City are intended to apply to all catagories of labour mentioned, I request that this may kindly be confirmed, so that the D.C.E. will be informed accordingly."

Letter from R.L.S.C., Bombay City, No. RLSC/4/5403, dated 27th August 1945:

"Contents of your above, along with references cited therein, are noted.

The decision of this Committee was that Bhisties and Chowkidars should received As. 4/- and As. 2/- respectively more than ordinary coolies. Their maxima will, therefore be Rs. 2/4/- and Rs. 2/2/- per day inclusing dearness allowance. This extra remuneration was recommended.....

redommended on account of the special condition of their servic viz. Bhisties to furnish their own mussacks and chowkidars to watch and guard the premises.

It would, therefore, appear that your presumption will not be consistent with the above views of this committee."

The Committee considered that there was no justification for exceeding the maximum limit of Rs. 2/- laid down for male unskilled labour either in the case of Chowkidars of Bhistis In the case of Bhistis, however, the rate should be without mussack. The question of providing a mussack should be ~~without m~~ left to the employer concerned.

The R.L.S.C., Bombay City, should be informed as above.

21. Extra Item No. 2.
Regional Labour Supply Committee. Poona
Representation of R.A.F. on the -

Letter from the Collector and Chairman, R.L.S.C., Poona , No. R.L.S.C. /Org/2, dated 28th August 1945:

"A^t my invitation dated 1st June 1945 the R.A.F., Poona, sent his representative. Squadron Lader P.S. Hammond Station Officer R.A.F. Station, Yeravada - to attend as a member - the meeting of the Regional Labour Supply Committee, held on 22nd instant. I request, therefore, that the nomination of the Squadron Leader Hammond as a mem-berof the Regional Labour Supply Committee, Poona, may be approved by P.L.S.C."

The nomination was approved.

Sd/-
Secretary
Provincial Labour Supply Committee,
BOMBAY.

Bombay,
12th September 1945)

-----oo000oo-----

Abbrev: Tal: Address:
'PLABSUPCOM'
'PHONE NO. 28000.

No. L.S.C.346)
Office of the Secretary, Provincia
Labour Supply Committee, New Block
Opposite Secretariat, Bombay,
13th September 1945.

From

Rao Saheb J.V. Muzumdar, B.A.,
Secretary, Provincial Labour Supply Committee, Bombay.

To

W.H.E. Garrod, Esqr., I.S.E.,
Chief Engineer and Secretary to Government (Roads &

Sir,

I am directed to forward herewith a copy of the draft minutes of the meeting of the Provincial Labour Supply Committee, Bombay, held on the 8th September 1945, and to request that if the minutes are approved by you, this office may kindly be informed to that effect not later than the 20th instant. Your concurrence in the minutes will be presumed if no reply is received on or before that date.

2. The minutes will as usual be put up for formal confirmation at the next meeting of the Committee to be held in Bombay at 12 Noon on 5th October 1945.

Your Obedient servant,

Sd/-
Secretary
Provincial Labour Supply Committee, Bombay.

Copy, with a copy of the draft minutes referred to, forwarded for information to the Political and ~~and~~ Services Department.

-----oooOooo-----

Abbrev: Tel: Address:
'PLABSUPCOM'
'Phone No. 28000.

No. L.S.C. 6/3758.

Office of the Secretary, Provincial Office Supply Committee, New Block Opposite Secretariat, Bombay.

28th July 1945.

Letter.

To

The Collector and Chairman,
Regional Labour Supply Committee,
NASIK.

Reference: Your letter No. R.L.S.C.(N)/185, dated 5th July 1945.

Subject: Minimum Standards of Conditions of Service approved by the P.L.S.C. for employment of unskilled labour - steps for enforcement of -

I am directed to inform you that if the Employer is a Government Department, the Regional Labour Supply Committeeshould report non-compliance with the Minimum Standdards mentioned above, to the P.L.S.C. so that the Government of India, Department of Labour, could be informed.

2. If the Employer is a Contractor working for a Government Department, the Department concerned should be informed and requested to enforce compliance.

3. If the Employer is purely private, nothing can be done at present. In this connection the position is as explained below:

The approved conditions of service have been forwarded by the Political and Services Department to the P.W.D. and General Department with a request to communicate them to employers of labour such as Contractors (in the case of the P.W.D.) and Municipalities and District Local Boards. The Government of India have also been requested to take such action as they deem necessary and suitable to ensure that the conditions are complusorily observed by all employers of labour. Their specific reply in this connection is awaited.

Sd/-
Secretary,
Provincial Labour Supply Committee, Bombay.

Copies forwarded with compliments to the remaining Regional Labour Supply Committees for information and guidance.

Copy forwarded with compliments for information also to -

The Political and Services Department,
The General Department,
The Public Works Department,
The Commissioner of Labour.

-----oooOOOooo-----

Draft minutes of the thirteenth meeting of the Provin-
-cial Labour Supply Committee, Bombay, held in the Secretariat, Bombay, at 12 Noon on Friday the 5th October 1945.

PRESENT:

Chairman - Sir Charles Bristow, C.I.E., I.C.S.,
Adviser (Home) to H.E. the Governor.

Members. - S.V. Joshi, Esq., B.A. (Cantab.),
Commissioner of Labour.

W. H. E. Garrod, Esq., I.S.E.
Chief Engineer and Secretary to
Government P.W.D.

Col. A.E. Armitage,
Deputy Chief Engineer, 108, L. of C. Area

Lt. Col. A. W. Modi.
(A.A.Q.M.G., 108 L. of C. Area).

Major C Smithson
D.A.Q.M.G 108 L of C Area
(for A.A.M.G 108, L of C Area)

P.J. Superintending Engineer,
Western Circle, Central P.W.D.

A. Saldhana, Esq.,
Deputy Chief Engineer 'Maintenance' G.I.P.
Railway.

M.A. DHORIa, Esq., B.A. B.E.,
Representative of Western India Buildings'
Association, Poona.

Dinkar Desai, Esq, M.A.LL. B.,
General Secretary, Bombay Provincial
Trade Union Congress.

Rao Shheb J.V. Muzumdar, B.A.,
Secretary.

The Director, Unskilled Labour Supply, Calcutta, was represented by Mr. S.V. Joshi, Commissioner of Labour.

Major J.H. Tardrew, D.A.Q.M.G., H.Q., 108 L.of C. Area also attended the meeting.

The following intimated their inability to attend:

Commander R.M. Philby, R.I.N.,
Services Resettlement Liai son Officer,
Poona.

Lt. Col. G.W. Holland,
A.D. P. & L., Southern Army.

Major J.R. P. Ottley,
O.C. No. 2 Static Labour Group H.Q.I.P.C.

The following were not present:-

Dr. Pradhan, Esq., I.C.S.,
Regional Director of Resettlement and
Employment and Chairman, National Service
Labour Tribunal, Bombay.

A.....

A.Q.M.G., 110 L. of C. Area.

The Deputy Recruiting Officer Poona.

Miss Maniben Kara,
Representative of the Provincial
Committee of the Indian Federation of Labour.

A.S. Asayekar, Esq.,
Conciliation Officer (Central), Bombay.

2. Agenda Item No. 1.
Confirmation of minutes.

The minutes of the last meeting of the P.L.S.C. held on 8th September 1945, were confirmed.

3. Agenda Item No. 2.
Provincial and Regional Labour Supply Committees Proposals for closing down the -

Letter from J.G. Howlett, Esq., Officer on Special Duty, Government of India, Department of Labour No. LMP 92(7) , dated 14(?) September 1945 - forwards a copy of Government of India, Finance Department office Memo No. 12(30)WII/45,dated 15th August 1945 and states that consequent on termination of War, the future of the "Unskilled Labour Supply Scheme " (enunicated in Labour Department's letter No. Lr. 91, dated 13th January 1944) is beinb reviewed in the light of changed circumstances, and remarks as under:

"This letter concerns the Provincial and District or Regional Labour Supply Committees. These committees have done appreciable work in co-ordinating unskilled Labour Supply, controlling their movement, laying down conditions of service, collecting labour statistices and stabilizing wage rates, and recently (before the end of the War with Japan) this Department suggested in circular letter No. LMP 96(7), dated the 18th July 1945 the utilization of the Committees for controlling downward movement of wages of unskilled labour.

With the cessation of the hostilities and the con--sequent disbandment of large forces of labour from the military and civil units engaged on war works, it is felt that the unskilled labour supply situation should ease considerably and the object with which these committees were originally set up would cease to exist, and it is doubtful of the extent to which the committees can serve any useful function in controlling downward movements of wages rates otherwise than for employment on Government undertakings. It is therefore necessary to consider carefully in the light of the Finance Department Memorandum the retention of these Committees and the Government of India are disposed to think that they might be closed down with effect from 30th November 1945 (or earlier if possible) but before taking of final decision in the matter the Government of India would like to have the views of the Provincial Governments. Provincial Governments are accordingly re--quested to state -

(a) whether they consider these committees may be dissolved by the 30th November 1945.

(b).....

(b) If not, for what reason the Provincial Governments consider their retention desirable, and whether Provincial Governments are prepared to meet the cost.

As a quick decision has to be taken in the matter a reply before 30th September 1945 would be much appreciated.

The existing sanctions to the Provincial and Regional Labour Supply Committees cover the year ending 28th Feb. 1946 or the duration of the War, whichever is earlier.

2. The Provincial Labour Supply Committee organiza-tion in this province consists of the following :-

(i) The Provincial Labour Supply Committee, Bombay
(ii) Seven Regional Labour Supply Committees.
(iii) The Superintendent, Labour Supply Depot, Thana,
(iv) Two Bombay Civil Labour Units (Home Service).
(v) The Record Officer, Bombay Civil Labour Units (H.S.)

3. It will be recollected that the Provincial as well as Regional Labour Supply Committees were set up in this Province at the instance of the Government of India and the functions entrusted to the P.L.S.C. were as under:

(i) to co-ordinate and lay down the principles governing the recruitment of unskilled local labour for all Govt. undertakings in the Province and for all other employers who can be brought under the Scheme;

(ii) to estimate the requirements of 'provincial' and 'imported' labour for work in the province;

(iii) to lay down principles controlling recruitments in the province by contractors;

Note : (a) It is considered necessary that in regions of short labour supply recruitment by contractors from outside the district must be controlled.

(b) If in any case statutory powers are required to enforce such principles it is suggested that the Centre should be consulted so as to secure maximum uniformity.

(iv) to take (either themselves or through the agency of District Committees) all measures necessary to secure an adequate unskilled labour force from the province for essential works in the province;

(v) to lay down standards of conditions of service, grainshop, temporary housing, sanitation, water supply, and medical relief for all local labour employed in the Province.

(vi) to advise the Provincial Government on steps to secure unfformity in dearness, and other allowances for all local labour employed in the province;

(vii) to advise the Provincial Government on the rates of pay to be paid to local, provincial, and contractor improted unskilled labour in various regions in the prov-ince;

(viii).....

(viii) to collect the necessary statistical information and conduct any special enquiries where necessary;

(ix) to submit monthly returns and reviews to the Provincial and Central Govts. and report on 'surpluses' of labour; and

(x) to issue such instructions as may be nedessary to District or Regional Labour Supply Committees where such exist.

4. The chairman, explained that the depot is already closed. The disbanding of the Labour Units depends on the employing Services. The Record Office will have to continue for some time after that disbandment until all accounts are settled.

Of the duties of Provincial & Labour Supply Committees Nos. (i) (ii) (iii) (iv) have ceased or will soon cease to be necessary.

It may be held that (v) has been done but from time to time alterations will be necessary.

It was always understood that duties (vi) (vii) and (viii) were of a permanent nature or the long term protection of unskilled labour. If that is admitted the work of the committees must continue and statistics must be collected. If the Government of India has abandoned the scheme, then the Provincial Labour Supply Committee and Regional Labour Supply Committees can be closed down but all the statistics collected will be wasted.

If the work is to continue both Provincial Labour Supply Committees and Regional Labour Supply Committees must carry* on, the latter for duties (iv) to (vii) of their list.

(*Vide para 14(b) of the Annexure to the Govt. of India, Depott of Labour, letter No LR 91, dated 13-1-1944.

5. After discussion it was unanimously decided that the collection of statistics in Forms A and AA was one of the most important and useful items of work and should continue, in view of the numerous Post-War questions coming up owing to return to peace conditions; and so also, the other items of work entrusted to the P.L.S.C. in respect of the protection of unskilled labour (such as, conduct of special inquiries, standardizations of wage rates and fixation of D.A., Minimum Standards of Conditions of Service etc. and the working thereof). It was accordingly decided that the P.L.S.C. should continue to function, after being suitably reconstituted on a smaller scale comprising the following:

Chairman.
The Commissioner of Labour.
The Chief Engineer & Secretary to Govt. P.W.D.
The Superintending Engineer, Western Circle, Central P.W.D.
The D.C.E?, 108 L. of C. Area.
The D.A.D.P. & L., 108 L of C. area.
The Representative of Contractors.
Two Representatives of Workers:
1. Representative of the Provincial Committee of the Indian Federation of Labour.
1. Representative of the Bombay Provincial Trade Union Congress.
Secretary.

It.....

It was also agreed that along with the P.L.S.C., the existing R.L.S. Committees should continue to function after being suitably reconstituted on lines similar to those of the P.L.S.C.

Government should be requested to inform the Government of India of the above decision, the figures of cost of these committees being also communicated to Government.

4. Agenda Item No. 3.
Minutes of the Meeting of the R.L.S.C., Nasik, held on 7th August 1945.

The minutes were read and recorded after discussion on the following points.

I Para 3 of the minutes - Standard day's Work

With reference to the letter No. LMP 90(2) dated 11th July 1945 from the Government of India, Department of Labour, the Regional Committee agreed that it was not necessary to reduce or revise the rates previously recommended by them and approved by the P.L.S.C. The Chairman further observed that the attention of the P.L.S.C. should be drawn to the India Factories Act of 1934 which lays down 54 hours a week & he pointed out that they did not agree to prescribed an Eight hours' maximum day. The members present agreed to this.

The Commissioner of Labour pointed out that the R.L.S.C., Nasik, had accepted an 8 hour day previously. In view of this it was difficult to understand the above statement that the committee was not agreeable to fix an 8 hours maximum day.

The P.L.S.C. accordingly decided that the remarks made by the Commissioner of Labour should be brought to the notice of the R.L.S.C. , Nasik. That committee should also be informed that the 54 hours week laid down in the Factories Act is exclusive of intervals for rest and meals and not inclusive of them.

~~5. Agenda Item No. 4.~~

II. Para 4 ibid Representation of Workers on the Regional Labour Supply Committee

The nomination of Mr. M.R. Dalvi, B.A., L L.B., Nasik, proposed by the Provincial Committee of the India n Federation of Labour and recommended by the Regional Committe, was accepted.

5. Agenda Item No. 4.
Minutes of the meeting of the R.L.S.C., Poona held on 22nd August 1945.

The minutes were read and recorded after discussing the following points:-

I. Paras 3 & 4 of the Minutes -
Standardization of wage rates.

This has reference to the suggestion contained in para 4 of the Government of India letter No. LMP 96(7), dated 18th July 1945 embodied in para 8 of the P.L.S.C. minutes of 2nd August 1945.

The.....

The Regional Committee's observations are as under:-

"(a) that standardization of wage rates could only be achieved for permanently employed labour. It was virtually impossible to limit wages paid by contractors who wanted urgent works done quickl

(b) that the standard conditions of service provided as a rule only minimum amenities (except where employers and contractors were trying to attract labour for an urgent temporary job) and that no system of inspection of conditions of service was feasible;

(c) that the elimination of amenities should preceded reductions in D.A., to the limited extent to which reduction of these 'amenite was possible;

(d) that no change either in D.A. or in amenities, was expedient at present

Regarding (a) above, it was held that the standard wages rates approved by the P.L.S.C. are only intended for new labour and not necessarily only to permanently employed la stated by the Regional Committee.

Regarding (b) no remarks were considered necessary,

Regarding (c) it was decided to accept this proposal so far as extra amenities were concerned, provided that the by the P.L.S.C., are not affected in any way.

Regarding (d) this was noted.

6. Agenda Item No. 5.
Minutes of meeting of the R.L.S.C. Belgaum.
held on 30th August 1945

The minutes were read and recorded after the following points were discussed :-

II Para 4 ibid Standardization of wage rates.
The Regional Committee, has, in view of para 10 of the minutes of the P.L.S.C. meeting held on 3rd August 1945, decided that the following modifications should be made in its original proposals in respect of standardization of wagerrates:-

"(a) The words 'exclusive of meal times' should be substituted after the words 'eight hours', in sub-para (e) of para 2 of the minutes of the meeting of this Regional Committee, held on 28th December 1944.

(b) The minimum basic wages for the whole jurisdictional area of this committee should be fixed at the rate of 0-6-0 annas per day for men and 0-5-0 annas per day for women and Children. In this connection, the P.L.S.C. should be moved to delete its objection to the use of the word 'maximum' in the previous proposals of the R.L.S.C. (vide para 5 of the minutes of the meeting of the P.L.S.C. held on 23rd March 1945)-

(c) Supervisory allowance may be paid to the unskilled supervisory staff at a rate not exceeding ~~there-a~~ three annas per head.

(d).....

(d) As regards Grading allowance, the Committee agreed that it was not the practice to grade labour according to its length of service, efficiency and experience, in all concerns, and decided that if grading prevails in a concern, the concern should be asked to report the scales for the special orders of the committee, and that no labour should be up-graded until it had served for at least three months."

The sub-joined schedule ~~should~~ shows the finally revise proposals of this Regional Committee, in respect of stand--ardization of wage rates.

	Men	Minimum basic wage.	Maximum Basic wage.	Maximum D.A. (in present conditions.	Maximum total wage.
1	Men	0-6-0	0-8-0	0-8-0	1-0-0
2	Women	0-5-0	0-6-0	0-6-0	0-12-0
	ildren.	0-5-0	0-6-0	0-6-0	0-120-

After discussion, the P.L.S.C. approved of the above recommendations of the Regional Committee, the following notes (mentioned below the previously approved rates) being allowed to stand:-

Note 1: An addition of annas /4/ per day for arduousness of work has been accepted subject to the condition that such allowance to be paid for works specially recognised as arduous and with the prior approval of the R.L.S.C.

Note 2. The grant of ~~ow~~ overtime allowance at 112% of total normal earnings for work done in excess of 8 hours per day has been accepted.

Similar concessions @ 112% for temporary labour employed during nights has also been accepted.

Note 3: The R.L.S. Committee's proposal to evaluate concessions such as grain and housing in terms of daily wages in order to see if the total wages come within the maximum allowed ~~has~~ also been accepted.

The total earning of the Piece-workers to be not more than 25%.

III. Para 5 & ibid Sealing down of wage rates.

In connection with the Regional Committee's suggestions in the above mentioned para of their minut.., it was decided to inform the Committee that the whole question of scaling down of dearness pay is under the consideration of the Government of India to whom the Bombay Government have already submitted their suggestions.

7. Agenda Item No. 6.
Minutes of meeting of the R.L.S.C.. Bombay City held on 5th September 1945.

The minutes were read and recorded after the following points were discussed:

I. Para 3 of the minutes - Standardization of wage rates

In connection with certain amendments to para 2 of the Government of India's orginal directive letter No.

LMP.....

LMP 2-858, dated 27th October 1944, the P.L.S.C. decided as under:

"After discussion, the Committee decided that no revision of the proposals (already made to and approved by P.L.S.C.) was necessary."

The above suggestion of the Regional Committee was accepted.

II. Para 4 Ibid - Scaling down of dearness pay.

Regarding this para, it was decided that the Bombay city Regional Committee should be informed as stated in para 5 - III supra.

III. Para 5 ibid - Labour rate schedule for Bhisties and Chowkidars (D.C.E. 108 L.-of C. Area.

"The Chairman informed the Committee that he had replied to the Secretary, P.L.S.C., to the effect that the decision of this committee was that Bhisties and Chowkidars should receive annas 4 and annas 2 respectively more than ordinary coolies in view of the special conditions attached to their service. The [illegible] maxima, in their case, would be Rs. 2/4/- and 2/2/- per day including dearness allowance and not Rs. 2/- The decision of this Committee that under no circumstances should unskilled labour be paid, including dearness allowanc more than Rs. 2/- per diem, was intended for general application to unskilled labour. "

This question has already been disposed of by the P.L.S.C. in para 20 of the minutes of its last meeting held on 8th September 1945. The P.L.S.C.'s decision which has since been acquiesced by the D.C.E., has been separately communicated to the Regional Committee, Bombay City. The attention of the R.L.S.C.

IV, Para 8 ibid Workers' representatives for R.L.S.Committee.

The following nominations suggested by the RL L. S. C., Bombay City, were approved

(1) Mrs. Maniben H Mulji (alias Kara)

and

(2) Mr. S.S. Mirajkar.

8. Agenda Item No. 7.
Minutes of the meeting of the R.L.S.C. Nasik, held on 5th September 1945..

The minutes were read and recorded after the followigg points were discussed:

I. Para 3 of the minutes - Scaling down of 'dearness' pay.
With reference to the Regional Committee's remarks contained in this para, it was decided that the Committee should be informed as in para 5 - III supara.

Regarding the Regional Committee's suggestions

(viz.....

viz. that the ban on the construction of new houses should be lifted that with the removal of that ban, the Government should undertake some civil works as a part of their Reconstruction Scheme and that the Govt. should fix the minimum wages to be paid to unskilled labourers engaged in the buildings trate and improve their conditions of life and labour by legislation), the Chairman of the P.L.S.C. explained that the relaxing of building regulations is a matter for Government and that Minimum wages have already been fixed.

It was decided that the Committee should be informed accordingly, their attention being invited to the P.L.S.C. letter No. L.S.C. 6/3758, dated 28th July 1945 which explains the procedure regarding compliance with the Minimum Standards of Conditions of Service.

II. Paras 4 & 5 of the minutes - Appointment of new members on the Regional Committee.

The decision of the Regional Committee to nominate the following gentlemen on it was accepted:

(i) Mr. V.G. Bhagwat, c/o Amalner Girni Kamgar Union, New Kacheri Road, Amalner.
(ii) Mr. D.N. Vazifdar, Office Manager, the Khandesh Spg. & Wvg. Mills Co., Ltd., Cambata Building, Churchgate Street, Bombay.
(iii) The Superintendent, Government Central Distillery, Nasik Road.

9. Agenda Item No. 8.
Minutes of the meeting of the R.L.S.C., Kalyan, held on 13th September 1945.

The minutes were read and recorded after considering the following points.:

I. Para (3) of the minutes. (Measures to prevent an unduly repid drop in wage rates) - The Committee states as under:-

"The result of cessation of further defence works would be that imported labour would return to their home district. At present there is no 'unemployment' and the labour supply position has not eased very much.

In order, however, to assist the imported labour in securing employment, it was suggested that a labour exchange should be opened at Kalyan to register details of discharge labour and to divert it to areas or works were labour will will be needed."

After discussion, it was decided that the Regional Committee should be informed that labour exchanges have already been established by the Government of India at suitable centres and that it was considered unnecessary to suggest any additional centres.

II. The Regional Committee also states as under:

"The strict enforcement of the conditions of service of unskilled labour coupled with the payment of a minimum wage (consisting of minimum basic wage plus a dearness

allowance based on the cost of living) would prevent an undue lowering of wage rates. The post-War reconstruction plans of Government which in Thana District should include schemes for reclamation of Khar lands would absorb the indigenour labour in the Kalyan region and prevent an unduly rapid fall in the wage rates of unskilled labour. This committee has already recommended that the basic daily wage of unskilled labour should be annas eight (man) and annas seven (women) with a dearness allowance depending on the cost of living (at present, annas twelve on basic of about 150% increase)."

Regarding the opinion at 'A' above, it was decided that the attention of the Regional Committee should be invited to P. L. S. C. letter No. L. S. C. 6/3758, dated 28,7.45 which explains the procedure regarding compliance with the Mininum Standards of Conditions of Service. These orders may be held to apply mutatis mutandis to the standard wage rates fixed by the P.L.S.C.

It will be seen from para 3 of the P.L.S.C. letter quoted above that in the case of purely private employers, the proposed enforcement recommended by the Regional Committee is not practicabl

The suggestion 'B' is already under the consideration of the Reconstruction Department.

~~The~~ With regard to 'C' it was decided that the wage rates with the D.A. now specified should be approved.

III. Para (4) of the minutes (wages rates for labour employed for Forest Department Works.

The Regional Committee has decided as under:-

"Since forest labour is in a separate class being partially skilled and does not compete with other unskilled labour it was decided that the enforcement of the minimum daily wage rates fixed by Government (viz 0/12/0 for a man , 0/10/0 for a woma and 0/6/6 for a boy) would be adequate and that the conditions of service could not be enforced strictly in case of such labour."

The Regional Committee's decision was approved.

(The Government Orders referred to were issued in counsulation with the Chairman, P.L.S.C. They are contained in Government letter. Revenue Department No. 7716-D/33, dated 7.7.45).

10. Agenda Item No. 9)
P.W.C.L. Units (H.S.,
Dearness Allowance & Scale of issue of colthing -

Letter from O.C. No. 2 Static Labour Group, H.Q. I.P.C. No. PL/5, dated 8th September 1945 - Forwards Copies of the following letters:

(i) Letter No. 1653/IW, dated 6/7/-9-45 from the C.O.O., D.A.D. to C.M.S.S. Poona:

Reference A-I (I) 85/45.

"Provincial.. .....

"Provincial Civil Labour Unit personnel are civilia-
-ans in recaint free rations and are paid from Defence Service Estimates. It would appear those who are married are entitled to half-rate dearness allowance under the above quoted A.I.(I) . Please examine this claim and intimate the decision at an early date."

(ii) Letter No. 199/IW, dated 7.9.45, from the C.O.O., D.A.D. to O.C. No. 2 Static Labour Group H.Q. I.P.C.

"Under Section III para 41 of Unskilled Labour Manual, Provincial Civil Labour Units (H.S.) scale of equipment is based on the ccomodation, that units will live under static conditions in a Depot. These conditions are classified by para 42 of the same section as being local shelter type of accomodation or tented temporarily, pending provision. The Civil Labour Units in Dehu are not living in conditions stated above, since they are permanently to live in Tented camps and would seem to be more aptly covered by the following sentence from para 41 of Section III. If unit is to be employed on construction duties living in Camp, it may be issued ~~for Provincial Civil~~ with such essential items of equipment as are authorised for Provincial Civil Labour Units (H.S.)

It is therefore requested that the Units in Dehu should be provided with the following items from the scale for Field service P.C.L.Us.

Jersey Pullovers.	- 1 per man.
Sheet Ground	- 1 per man.
Socks.	- 2 per man. For wearing after workings hours
Shoes Canvas.	- 1 per per man

The two latter items might be supported by recommendation from S.E.M.O. on Anti-malaria grounds."

The O. C. remarks as under;

"1. Dearness Allowance to P.C.L.U. Presonnel: According to Unskilled Labour Supply Manual 1944 Dearness allowance is not permissible to Civil Labour Units and my own view is that A.I.(I)85/45 applies only to E.TE. personnel and not to members of P.C.L.Units.

2. Scale of Issue - P.C.L.U (H.S.) The Fact that the Unit concerned is not employed on constructional duties would appear to invalidate the claims made in this letter, ~~of course, such~~ though, of course, such issues may be made at instigation of the S.E.M.O."

The opinion expressed by the O.C. was acquiesced in

11. Agenda Item No. 10.
Discipline - Civil Labour Units.

Letter from Director, Unskilled Labour Supply, Calcutta, No. USL/4461, dated 21.8.45 - Forwards copy of G.H.O. letter No. 79547/P.S. 1(6), dated 16.7.45 containing disciplinary directions concerning the legal position of civilians serving with the Army.

1 The directions were placed on the table for information. Copies have been endorsed to the Unit Commanders and the Record Officer, Bombay Civil Labour Units for information and guidance.

12. Agenda Item No. 11.
Compensation to civil Labour employed by Defence Services - Amendment to the measures for the payment of

Corrigendum No. LMP 83(1), dated 20th August 1945, from the Govt. of India, Department of Labour:

"Insert the following at the end of paragraph 7 of the compensation scheme circulated with our letter No. LMP 83(1), dated the 28th April 1945.

'But the Claim Officer may at his discretion, if he is statisfied that the cause of the delay has been unavoidable waive the time limit."

The corrected copy of the compensation Scheme is placed on the table for information. Copies of the corrigendum have been endorsed to the Unit Commanders and the Record Officer, Bombay Civil Labour Units (Home Service) for information and guidance.

13. Agenda Item No. 12.
P.C.L.UNITS (HS.), Supervisory staff - dress.

Government of India, Department of Labour P.C.L.U. Circular No. 54 (H.S.), dated 23rd August 1945 :

"The issue of two suits of mazri consisting of bush coat and slacks by labour Supply Depots to the Supervisory personnel of the Provincial Civil Labour Unit (H.S.) is approved."

The circular was noted. It has been addressed to the Superintendent, Labour Supply Depot, Thana, by Government and copies have been endorsed to the Unit Commanders and the R.O., B.C.L.Units (H.S.) for information by the P.L.S.C.

14. Agenda Item No. 13
P.C.L.Uis (H.S.)
pay and allowances of personnel, when absent on account of sickness or injury.

Memorandum from the Government of India, Department of Labour, No.LMP 84(4), dated 30.8.45 forwards certain corrections to para 2-(f)-(i)-of Appendix A to the Government of India Scheme for PlC.L.Units (H.S.).

The office copy of the scheme in which the amend ments were carried out was placed on the table for information.

The copies of the amendments have been endorsed to the Unit Commanders and Record Officer, Bombay Civil Labour Units for information and guidance.

15. Agenda Item No. 14.
P.C.L.Us - Clothing & equipment - Scale of

P.C.L.U. Circular No. LMP80(6), dated 12.9.45 from the Government of India, Department of Labour

"Reference appendix C of this Department letter No. LMP18/47 dated July 1944 and Appendix B of this Department Circular No. 15(H.S.) :

1. Housewife one per 5 men.
2. Brooms Sweeper 10 per Unit."

The circular was noted. It has been endorsed to the Unit Commanders and Record Officer, Bombay Civil Labour Units (H.S.) for information and guidance.

16. Agenda Item No. 15 -
Civil Labour Units
Limits of sanction for burial expenses in respect of -

Letter from the Government of India, Department of Labour, No. LMP 106(4), dated 10.9.45.

"I am directed to refer to para XV of the 'Instructions' forwarded with this Department letter No. L.R. 91, dated 10th April 1944, and to say that the Governor General in Council has decided that burial expenses in respect of all Civil labour Units should be restricted to the amounts sanctioned for Army personnel viz:-

In case of a Christian- not exceeding Rs. 55/-
In case of a Non-Christian not exceeding Rs. 30/-

The orders of the Government of India were noted. They have been communicated to the Unit Commanders and the Record Officer, B.C.L. Units (HS.) for information and guidance

17. Agenda Item No. 16.

Statistics of Labour

Consolidated statements of the statistical information in form A were received from the Regional Co-mmittees. A digest showing the figures of -

(a) labour employed;
(b) surplus labour and
(c) labour likely to be required in the near future,

was placed on the table, together with the consolidated statement received from the Army Authorities showing the labour statistics in 108 L. of C. Area so far as this Province is concerned during the month of May 1945.

18. Agenda Item No. 17.
Government of India Review No. XVI of Unskilled Labour Supply Position for June 1945.

The review was recorded.

19. Agenda Item No. 18.

It was decided that the next meeting of the Provincial.....

Provincial Labour Supply Committee, should be held on Friday the 7th December 1945 at 12 Noon in the Secretariat, B'bay.

EXTRA ITEMS OF SUPPLEMENTARY AGENDA.

20). Extra Item No. 1.
Statistical information in Form A from Railways.

In his letter No. R.L.S.C./8/5094, dated 19-7-45, addressed to the Deputy General Manager (Staff) G.I.P. Railway, Bombay, The Chairman, R.L.S.C., Bombay City, requested the Railway as under:

(a) that the Railway should submit one consolidated return in Form in respect of all the Departments of the Railway in the City of Bombay.
(b) that the limit of 100 labour be applied to Railway Departments as one unit and not to each of them individually for the purposes of submitting the statistical information.

In para 5 of the minutes of the P.L.S.C. meeting held on 8th September 1945, it was decided that the Chairman, R.L.S.C., Bombay City, should be requested to give the grounds on which his above quoted letter was based.

Letter from the Commissioner of Police and Chairman, R.L.S.C., Bombay City, No. RLSC/8/5077, dated 26th Sept. 1945:

"The point at issue appears to be the meaning of the expression 'each place of work',
In the case of a railway having gangs employed in numerous parts of Bombay City and unskilled labourers employed by various departments, to ignore gangs or parties of less than one hundred might easily result in showing the unskilled labour force employed by the railway as about half its actual strength.

This office has no means of finding out which departments of the railway fail to send in proper returns and if the statistics kept by this office are to be accurate, the onus of compling one consolidated report must obviously rest with the railway authorities.

My committee, consider that Bombay City is 'One place of work' and that the railway is one ~~no~~ employer. Such being the case there appears to be nothing in my letter No. RLSC/8/5094, dated 19th July 1945, to the Deputy General Manager (staff), G.I.P. Railway, Bombay, Which is inconsistent with the previous decisions of the Provincial Labour Supply Committee."

After discussion it was held that the grounds now stated by the Chairman, R.L.S.C., Bombay City, in support of the above proposals were reasonable. The proposals were accordingly approved. The Railway Authorities should be informed accordingly.

21. Extra Item No. 2.
Revised Schedule of Rates -(Sweepers)
(D.C.E., 108 L. of C. Area.)

In para 4 of the minutes of the P.L.S.C. meeting held on 8th September 1945, it was decided that the proposal made by the D.C.E. 108 L. of C. Area to raise the maximum pay for sweepers in the Kalyan and Ambernath Areas from Rs. 1/8/- to Rs. 1/12/- per day should be referred to the R.L.S.C., Kalyan, for consideration in the first instance.

Letter from the Collector and Chairman, R.L.S.C., Kalyan, No. K.L.C. - 3-A/397, dated 26th September 1945 states that the Regional Labour Supply Committee, Kalyan, has no objection to the proposal made by the D.C.E., 108 L. of C. area to increase the Maximum pay for sweepers in Kalyan and Ambernath areas from Rs. 1/8/- to Rs. 1/12/-

The Regional Committee, however, forwards copies of letters from

(i) The Superintendent, Ordanance Factory, Ambernath;
(ii) The Commandant Transit Group, Kalyan; and
(iii) The O.C., R.A.F. Station, Kalyan;

communicating the rates of wages paid to the sweepers employed by them and making remarks.

The subjoined statement shown the comparative position of the proposed and existing rates in the area.

Rate already approved by P.L.S.C. for general application.	Maximum rate now proposed by D.C.E. 108 L. of C. Area for sweepers in Kalyan & Ambernath Areas.	Nerrick rate for 'Dry' sweepers in Ordnance Factory Ambernath.	Wages for sweepers employed in Transit Group Camp, Kalyan.	Wages for sweepers employed in R.A.F. Station, Kalyan.
Rs. 1/4/- plus -4/- Rs. 1/8/- for labour in Ordance Factory.	Rs. 1/12/-	Rs. 22/8/- p.m. plus D.A. Rs. 16p.m. = Rs. 53/- per month	Rs. 37 p.m. plus DA.	Rs. 53/- inclusive of D.A.

After discussion, it was realised that the existing ~~scare~~ scarcity of ~~sweepers~~sweepers was a real difficulty to be faced almost everywhere and this left no other alternative but to pay them according to their market value. The proposed increase of the maximum pay of sweepers in the Kalyan and Ambernath area to Rs. 1-12-0 per day was approved.

22. Extra Item No. 3.
Minimum Standards of conditions of Service.
(Burman - Shell Terminal at Bhusawal).

Letter from the Government of India, Defence Department, (Petroleum Officer) No. P.O.(DD), 6/7/ dated 17th September 1945:

"I am directed to state that I have received a copy of

a letter.....

a letter No. RLSC(N)/242, dated the 28th August 1945, addressed by the Secretary, Regional Labour Supply Com-mittee, Nasik, to the Manager of the Burmah-Shell installation at Bhusawal.

2. With this letter from the Regional Labour Supply Committee is encolsed a statement of minimum standards of conditions of service for employment of unskilled labour, to which standards the Manager of the Burmah-Shell Terminal at Bhusawal is asked to conform.

3. While it will be found that in practically all detail these minimum standards are already being observed at Bhusawal, it is noted that item 3 calls for the provision of hutted accommodation.

4. In this connection I am directed to state that the future of the Bhuswal Terminal is now under urgent examination by the Government of India; that it is highly improbable that this terminal will be retained and finally that in view of the uncertain future of the terminal, it is not vished that substantial expenditure should be incurred at the present time on hutted accommodation.

5. What has been said in the oreceding paragraph in particular relation to hutted accommodation, may please be taken as applying to any other work which strict observance of the minimum standards might ential."

The Government of India instructions were noted. A copy has been fo rwarded to the Regional Labour Supply Committee , Nasik, for information and guidance.

23. Extra Item No. 4.
Workers' Representatives on Regional Labour Supply Committee, Poona.

Letter from the collector and Chairman, R.L.S.C., Poona, No. RLSC/Org/13, dated 29th August 1945:

"Under the authority delegated in your No. L.S.C.-14/1456, dated 21st November 1944, I have nominated the following representatives of unskilled labour as members on the Regional Labour Supply Committee, Poona, subject to the approval of the P.L.S.C. , Bombay

1. Mr. V.B. Purandhare, Poona, on behalf of the All India Trade Union Congress.

2. Mr. G.P. Khare, Poona, on behalf of the India Federation of Labour.

I request therefore that the approval of the P.L.S.C., Bombay, to these nominations may please be communicated to me in due course."

After discussion it was decided that it should be verified if the above nominations were recommended by the R.L.S.C. after consulting the Provincial Committees of the two Central Organizations referred to.

24. Extra Item No. 5.
Vaccination and incoluation of Unskilled Labour.

The Director of Public Health had suggested*

*Vide para 11 of the minutes of the P.L.S. meeting held on 23

the additional of the following as a sub-rule under Rule 14(Health and Medical arrangements) of the Minimum Standards of Conditions of Service for employment of Unskilled Labour:-

"The Principal employer shall be responsible for arranging to inoculate against cholera every labourer on employment (unless he is already inoculated within previous six months) and every six months thereafter as long as the work lasts. He shall also be responsible to arrange to vaccinate or revaccinate against smallpox every labourer in his employment once a year in November or December as long as the work lasts. In case there is any plague infection in the District or in the District from which the labourers are recruited the principal employer shall be responsible to arrange to inoculate against plague all labourers in his employ unless they are already incoulated within previous six months and to reinoculate them every six months till the work lasts, if the plague infection in the District continues or labour is continuously imported from plague infected areas. A certificate of inoculation or vaccination, as the case may be, shall be given to each labourer undergoing the operations and no labourer who refuses to undergo the operation shall be enteryained on the work."

The P.L.S.C. in para 11 of the minutes of its meeting held on 23rd March 1945, decided that the Director should be requested to consider the above proposal, first in a joint meeting of Civil and Military Officers of the 108 L. of C. area. No. action appears to have been taken on this suggestion. The Director, however, reports as under (vide his No. 44/2/8586-B, dated 28th May 1945).

"2. The Government of India 's suggestion that the Provincial Government should arrange that all labourers are as a routine vaccinate against smallpox and inoculated against enteric fevers before they are allowed to proceed to work in Military areas is a desirable one. As repeatedly pointed out by me previously it is also necessary that all labourers should be inculated against cholera every six months. The principal employer is in the best position to enforce this suggestion and the cooperation of the Military Authorities for whom the contractors work is absolutely necessary if the measure is to be enforced successfully. Civil authorities have normally no information of the works to be or being carried out by contractors for the Military and even if they know them the contractors would not much heed the suggestions unless they are pressed by those for whom they work. The arrangement to be made in this connection may work well if the Public Works Department is kept informed by the military authorities of the location of the camp and the name and address of each contractor working for them. The P.W.D. may then insist that each such contractor fulfils the suggestion regarding inoculation and vaccination of every labourer giving him the necessary certificates and the names of those contractors who do not fulfil the suggestion may be communicated by the Military authorities for such action as they can take to carry out.....

out the suggestion. In order to see that the contractors carry out the suggestion properly arrangements can be made by this Department to depute the nearest Inspector of Sanitation and Vaccination or Epidemic Medical Officer of Dispensary Medical Officer on hereing frwm the P.W.D. regarding the exact location of the camp to make inspection of labourers to see that inoculation and vacination is actually carried out and certificates are issued to each labourer.

3. As regards the scale of medical personnel, equipment and draugs which the principal employer is expected to supply with reference to condition 14 of the minimum standards of conditions of service for employment of unskilled labour I would suggest as follows:-

(1) the principal employer shall engage a full time qualified medical officer with a dispensary for a camp containing 500 or more persons. For a camp containing less than 500 persons at least a part time qualified medical officer shall be employed with a dispensary which shall be attended by him for half day in the morning or in the evening.

(2) the minimum scale of equipment and drugs of the dispensary shall be according to the list attached.

(3) an isolation hut with at least four beds shall be attached to the Dispensary to receive and treat emergent cases of dangerous epidemic diseases like ~~could~~ choloney

(4) the principal employer shall engaged a qualified Sanitary Inspector for a camp or group of adjoining camp containing 500 or more persons including the family members in the aggregate for looking aftersanitary measures that are obligatory to be provided by the contractor.

4. As regards the facilities for vaccination and/or inoculation of labourers the necessary arrangements will have to be made by the contractors. Wherever possible help will be given by this Department by deputing the nerest vaccinator or inoculator on hearing from the contractor but owing to very great paucity of the Public Health Staff liability to provide arrangements should rest on the contractors themselves."

3. The issues involved in this case are:

(i) Vaccination and inoculation of civil labour proceeding for work in Military areas;

(ii) Minimum Standards of Conditions of Service for employment of unskilled labour.

Regarding Item (II) the Minimum Standards of Conditions of Service as fixed by the P.L.S.C. have been forwarded to the Government of India for taking such action as they might deem necessary with a view to their enforcement. The orders of the Government of India are still awaited.

4. The Government of India, Department of Labour have in their memo.—No. LR 51(4)., dated 2nd May 1945, issued certain r aft instructions relating to lay-out, water supply, sanitation in labour camps on Central projects. On enquiry, however, that Government has intimated that those instructions have not yet been finalised and that pending further

Advice.....

advice, the P.L.S.C. may apply its own rules to the projects with which it is concerne

Pending receipt of the Government of India orders, instructions regarding enforcement of the Minimum Standards of Conditions of Service already approved by the P.L.S.C. have been issued to all the Regional Labour Supply Committees as in P.L.S.C. letter No. L.S.C. 6/3758, dated 28th July 1945 (copy attached

The information as to the extent to which these conditions are observed by the employers of labour is to be embodied in Form A the submission of which is now made compulsory on the part of all employers of labour.

5. The suggestion made by the Director of Public Health that the military authorities should keep the P. W. D. informed of the names and addresses of the contractors working for the military authorities and that the P. W. D. should insist on each such contractor fulfilling the suggestions regarding inoculation etc. was considered not precticable and it was held that the authorities or Departments employing labour on their works should deal with their own contractors direct.

As regards the proposed rule 14 pegarding Health (medical arrangements), the Sub-Committee appointed by the P.L.S.C. has rightly laid the responsibility on the principal Employer as it would be impracticable for the "Immediate" employer viz. the contractor - to keep medical staff with equipment etc. at this disposal at all times, though contractors can engage medical men for large works.

During discussion on the draft sub-rule proposed by the Director of Public Health below Rule 14 of the Minimum Standards of conditions of Service, the D.C.E., 108 L. of C. Area mentioned that in the M.E.S., vaccination as well as inoculation is done if so certified to be necessary by the Medical Authorities in a particular areas.

It was finally decided that for the present the requirements will be met if the Contractors employing labour are in urban areas required to agree to vaccinate or inoculate labour if required to do so by medical Authorities of the place concerned.

6. Regarding medical arrangements (vide para 3 of the note by the Director of Public Health) attention was drawn to the following draft rule 8 by the Government of India regarding medical facilities on Central Projects:

"8. MEDICAL - FACILITIES.

(a) Every camp where 1000 or more persons reside shall be provided with a whole-time doctor and a dispensary. If there are women in the camp, a whole time nurse.midwife shall also be employed.

(b) Every camp where less than 1000 but more than 250 persons ~~reis~~ reside shall be provided with a

dispensary.....

dispensary and a part-time doctor. If there are women in the camp, a part-time nurse-midwife shall also be employed.

(c) If there are less than 250 persons in any camp, a standard First Aid outfit shall be maintained there in charge of a whole-time person trained in First Aid.

All medical facilities mentioned above shall be available to all residents in the camp (including dependants of workers if any) free of cost.

The above rule is one of the tentative rules issued by the Government of India but not yet finalised.

It was decided that the above rule when duly adopted by the Government of India should be adopted in this Province also.

Sd/-
Secretary,
Provincial Labour Supply Committee,
Bombay.

Bombay
9th October 1945.

——oOOOoo——

Abbrev: Tel: Address:
'PLABSUPCOM'
PHONE NO. 28000.

No. L.S.C. 6/3758

Office of the Secretary, Provincial Labour Supply Committee, New Block, Opposite Secretariat., Bombay.

28th July 1945.

LETTER.

To: The Collector and Chairman,
Regional Labour Supply Committee,
NASIK.

Reference : Your letter No. R.L.S.C. (N)/185, dated 5th July 1945.

Subject: Minimum Standar ds of conditions of Service approved by the P.L.S.C. for employment of unskilled labour - Steps for enforcement of

I am directed to inform you that if the Employer is a Government Department, the Regional Labour Supply Committee should report non.compliance with the Minimum Standards mentioned above, to the P.L.S.C. so that the Government of India, Department of Labour, could be informed.

2. If the Employer is a Contractor working for a Government Department, the Department concerned should be informed and requested to enforce compliance.

3. If the Employer is purely private, nothing can be done at present. In this connection the position is as explained below:.

The approved conditions of service have been forwarded by the Political and Services Department to the P.W.D. and General Department with a request to communicate them to employers of labour such as Contractors (in the case of the P.W.D.) and Municipalities and District Local Boards. The Government of India have also been requested to take such action as they deem necessary and suitable to ensure that the conditions are complusorily observed by all employers of labour. Their specific reply in this connection is awaited.

Sd/- J.V. Muzumdar,
Secretary,
Provincial Labour Supply Committee, Bombay.

Copies forwarded with compliments to the remaining Regional Labour Supply Committees for information and guidance

Copy forwarded with compliments for information also to-

The Political and Service Department.
The General Department,
The Public Works Department,
The Commissioner of Labour.

-----ooOOOoo-----

Abbrev : Tel: Address:
'PLABSUPCOM'
PHONE NO. 28000.

No. L.S.C. 3(6).
Office of the Secretary, Provincial
Labour Supply Committee, New Block,
Opposite Secretariat, Bombay,

10th October 1945.

From

Rao Saheb J.V. Muzumdar, B.A.,
Secretary, Provincial Labour Supply Committee, Bombay.

To

W.H.E. Garood, Esqr., I.S.E.,
Chief Engineer and Secretary to Government P.W.D.,
BOMBAY.

Sir,

I am directed to forward herewith a copy of the draft minutes of the meeting of the Provincial Labour Supply Committee, Bombay, held on the 5th October 1945, and to request that if the minutes are approved by you, this office may kindly be informed to that effect not laber than the 17th instant. Your concurrence in the minutes will be presumed if no reply is received on or before that date.

2. The minutes will as usual be put up for formal confi-rmation at the next meeting of the Committee to be held in Bombat at 12Noon on 7th December 1945.

Your obedient servant,

Sd/-
Secretary,
Provincial Labour Supply Committee, Bombay.

Copy, with a copy of the draft minutes referred to, forwarded for information to the Political and Services Department.

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CORRIGENDUM.

FOR the existing such parasI(a) under para 6 (Agenda Item No. 5.) of the draft minutes of the provincial Labour Supply Committee meeting held on 5th October 1945, ~~xxxxxxx~~ subtitute the following :-

" I. Para 2 of the minutes
Representation of labour on the R.L.S.Cs.)

During the discussion, Mr. Dinkar Desai are ferred the suggestion made by Mr. Vishwanathan at the meeting of the Belgaum Regional Labour Supply Committee and said that the M.S.M. Railway Employees Labour Union, Hubli, was a branch of the M.S.M. Railway Employees Labour Union, Madras, which was affiliated to the Madras Provincial Trade Union Congress. He added that he was trying to obtain a suggestion for nomination of a labour representative from the M.S.M. Railway Employees Labour Union, Hubli, and would communicate the name when received to the Bel--gaum Regional Committee as represen ting the Bombay Provincial Trade Union Congress on that Committee in Substitution of his own name which had previously been communicated to that Committee. This would automatically solve the question raised by Mr. Vish--wanathan.

The question of approaching the Bombay Provincial Committee of the Indian ~~Fe~~ Federation of Labour for suggesting a representative ~~of~~ of the M.S.M. Railway Employees Labour Union, Hubli, does not arise as that Union is not affiliated to the Federation.

It was accordingly decided to await a further communication from the Regional Committee, Belgaum, as explained by Mr. Desai."

No. L.S.C.3(6)/4574.
Office of the Secretary, Provincial
Labour Supply Committee, New Block,
Opposite Secretariat, Bombay.
20th October 1945.

Forwarded with compliments for information in continuation of P.L.S.C. letter No. L.S.C. 3(6), dated 10th October 1945, to

All Members of the P.L.S.C.,
The Government of India, Department of Labour,
The Political and Services Department,
All Regional Labour Supply Committees,
The Superintendent, Labour Supply Depot, Thana,
The Record Officer, B.C.L.Units (H.S.), Thana,
The Unit Commanders, B.C.L. Units (H.S.)

Sd/-
Secretary,
Provincial Labour Supply Committee,
BOMBAY.

E.B. (II).
The necessary note has been made on page 150 ante.
Thro. M.B.)

Id/-
1-11-45.

Id/-
2.11.45.

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Draft Minutes of the Fourteenth meeting of the Provincial Labour Supply Committee held on Friday the 7th December 1945 at 12 Noon in the Secretariat, Bombay.

RESENT.

Chairman - Sir Charles Bristow, C.I.E., I.C.S. Adviser (Home) to H.E. the Governor

Members - S.V. Joshi, Esq., B.A. (Cantab), Commissioner of Labour.

D.B. Anand, Esq., I.S.E., Deputy Secretary to Government, P.W.D. for Chief Engineer and Secretary to Government, P.W.D.

Col. A.E. Armitage, Deputy Chief Engineer, 108 L. of C. Area.

Lt. Col A.W. Moody, A.A. & Q.M.G., 167 L. of C. Sub- Area.

Major T.H. Larder, D.A.D.P.L., 108 L. of C. Area.

Lt. Col. B.G.L. Major, I.A., Services Resettlement Liaision Officer Bombay Province & Deccan States, Poona.

P.J. Hanly, Esq., Superintending Engineer, Western Circle, Central P.W.D.

M.A. Dhoria, Esq., B.A., B.E., Reepresentative of Western India Builders' Association, Poona.

Rao Saheb J.V. Muzumdar, B.A., Secretary.

The Director, Onskilled Labour Supply, Calcutta, was representated by Mr. S.V. Joshi, Commssioner of Labour.

Lt. Col. G.W. Holland, A.D.P.&. L., Southern Army (11) A.B.P.O.) also attended the meeting by invitation.

The following were not present:

Dr. Pradhan, Esq., I.C.S., Regional Director of Resettlement and Employment and Chairman, National Service Labour Tribunal, Bombay.

The A.Q.M.G., 110 L. of C. Area.

The A.Q.M.G., 108 L. of C. Area.

The Deputy Recruiting Officer, Poona.

A. Saldhana, Esq., Deputy Chief Engineer, 'Maintenance' G.I.P. Railway.

Dinkar .....

Dinkar Desai, Esq., M.A., LL.B.,
General Secretary, Bombay Provincial
Trade Union Congress (being out of India)

Miss Maniben Kare,
Representative of the Provnicial Committee of the Indian Federation of Labour.

A.S. Asayekar, Esq.,
Conciliation Officer (Central), Bombay.

O.C. No. 2 Static Labour Group H.Q. I.P.C. (Dehu Road).

2. Agenda Item No. 1.

The minutes of the last meeting of the P.L.S.C. held on 5th October 1945, as subsequently amended in respect of para 6 - I(a) and (b) thereof were confirmed.

3 Agenda Item No. 2.
Provincial Labour Su ply Committees - Future of

Letter from the Director of Unskilled Labour Supply, Calcutta, No. USL/4460, dated 17th October 1945, stating interalia that the question of fitting the Labour Supply Committees into the Resettlement Scheme of the Government of India as Regional or Sub-Regional Advisory Committees (as the case may be) is now engaging the attention of the Government of India and that in the meantime the P.L.S.C., Bombay, should containue to discharge its functions as usual so that it can go over to the Director General of Resettlement as a fully active and going concern.

Read in this connection para 3 of the minutes of the P.L.S.C. meeting held on 5th October 1945, embodying the ~~an~~ unanimous decision of the P.L.S.C. regarding the continuance of the P.L.S.C. after being suitably reconstituted and also of the R.L.S.Cs. on similar lines. This decision was communicated to the Government of India, Department of Labour, by the Government of Bombay in their letter (Political and Services Department) No. 7889/34/21035 - E, dated 6th November 1945.

Letter from the Government of India, Department of Labour, No.LMP 92(7) , dated 12th November 1945 as under:

"In continuation of this Departments letter No. LMP 92(7), dated the 13th September 1945, I am directed to state that the Government of India have carefully considered the views of the various Provincial Governments with regard to the proposal made therein to dissolve the Provincial Labour Supply Committees with effect from the 30th November 1945 (or earlier if possible). A majority of the Provincial Governments have agreed with the proposal, ~~with~~ while a few have suggested that it would be desirable to retain them. These Committees were primarily intended to deal with problems connected that it would be desirable to retain them. These Committees were premirily intended to deal with problems connected with the shortage of labour. As this shortage is not likely to continue the Govt. of India consider that it would not be justifiable to ratain them. They have accordingly decided to dissolve the Committees with effect from the 30th November 1945.

2. The Government of India fully appreciate the excellent work done by the Committees in devising measures to meet war-time shortage of labour and to co-ordinate wage rates. In regard to the latter, the experience gained by the Committees should be of value in keeping a check on the downward movements of wage rates during the transition period. The Director General of Resettlement and Employment is accordingly being asked to consider, in consultation with Provincial Governments the possibility of including members of the Provincial and Regional Labour Supply Committees in the Advisory Committees to be set up to advise the Regional Directors of Resettlement and Employment under the scheme which was referred to Provincial Governments in Labour Department's letter No. R.E.2(7) dated the 17th April 1945.

3. I am to request you to kindly submit immediately your revised estimates for the year 1945-46 under the head "47-Miscellaneous Departments - Emigration and Labour Supply Committees."

Note dated 27th November 1945 by the Adviser (Home) to H.E. the Governor of Bombay, as Chairman, P.L.S.C. concurred in by the Adviser (Revenue) and agreed to by H.E. the Governor:

"Obviously orders issued under the Defence of India Act will lapse when the Defence of India Act Itself lapses. Separate legislation will be necessary to make submission of statistics obligatory but this is feasible.

x x x x x

The Question is whether this Government should carry on in the modified form proposed and at this Government's expense, the Provincial Unskilled Labour Committee and the Regional Committees now that the Government of India, which insisted on their formation, has decided to abandon them.

They are no longer necessary for providing labour for service Departments but they never did do so. They were useful for laying down maximum rates of wages to prevent competition between Services. Now there will be little Government of India* employment but a great deal by the Bombay P.W.D. for P.W.R. work. The rest will be private. As regards wages the use of the Committee in future will be rather to record and to watch minimum wages and to try and enforce the minuimum conditions of employment which have already been laid down.

* i.e. post war reconstruction.

The main task will be recording statistics. Those of the amount of labour are imperfect and may be unsatisfactory but there can be no doubt of the value of those dealing with the rates of wages. No statistics kept by the Labour Office cover the ground in detail. These will be essential for any future legislation on minimum wages which the Government of India are already discussing.

As the last meeting of the P.L.S.C. it was unanimously decided that the Committees should be continued.

x x x x

It.....

It seems auretrogade step to throw aside these activities and render useless the statistics already collected. The proposal is to continue the Committees in a modified from leaving out most of the military and railway representatives but retaining the D.C.E. the P.L.S.C. will also continue to supervise the Record Office of Civil Labour Unit which must continue.

The proposal to put one of the members of the P.L.S.C. on the Advisory Boards of the Regional Director of Resett-lement has no substance. There is very little connection with resettlement.

The cost of continuation will be roughly Rs. 66,000 per annum. x x x."

After noting the above decision it was decided -

(i) that the P.L.S.C., Bombay, should cease to be a Government of India committee after the 31st December 1945 but that it should be reconstituted as the Provincial Unskilled Labour Committee, Bombay, from 1st January 1946 as shown below:

Chairman.
The Commissioner of Labour.
The Chief Engineer and Secretary to Govt. P.W.D.
The Superintending Engineer, Western Circle, Central P.W.D.
The D.C.E. 108 L.of C. Area.
The D.A.D.P. & L., 108 L. of C. Area.
The Services Resettlement Liaision Officer, Bombay Province and Deccan States, Poona.
The Representative of Contractors.
Two Representatives of Workers:
1 Representatives of the Provincial Committee of the India Federation of Labour.
1 Representative of the Bombay Provincial Trade Union Congress.
Secretary.

(ii) that the reconstituted Committee should function from 1st January 1946 onwards at the cost of the Provincial Government.

(iii) that the Regional Labour Supply Committees set up in this Province should also contaimue after 31st December 1945, in a reconstituted form like the Provincial Committee, the cost being met from Provincial funds. The reconstituted Regional Committees should be designated as Regional Unskilled Labour Committees.

(iv) that expenditure on account of the Bombay Civil Labour Units (HS.) and their Record Office will continue to be a charge on the Central Government till the Units are completely dispersed and the Record Office closed down.

(v) that the Government of Bombay should be requested to communicate the above decisions to the Government of India, with an intimation that the existing Labour Supply Commi-ttees set up at the instance of the Government of India could not be closed down before 31st December 1945 and that accordingly, their expenditure will be chargeable to the Central Government up to that date only.

(vi) that the existing Regional Labour Supply Committees should be requested to report in what modified form they should be reconstituted.

(Vii).....

(vii) that the areas of the reconstituted Regional Unskilled Labour Committees should remain for the following group of areas, should be got examined by the respective Committees and their opinions obtained:-

The areas of the Regional Committees of the Bombay Suburban District & Kalyan.

(xi) that the Regional Committee for ahmedabad should continue on reconstituted basis for the present, along with the other Regional Committees.

(x) that the Secretary of the Reconstituted Provincial Unskilled Labour Committee should also work in collabo-ration with the Seldiers, Sailors' and Airmen's Board for Bombay City to assist in resettlement.

(xi) that the duties of the reconstituted Provincial Unskilled Labour Committee and Regional Unskilled Labour Committees should consist of those laid down by the Government of India* for them except those which have since become inoperative with the cesation of hostillities and such others as the Government of Bombay may decide.

*Vide their letter No. LR 91, da 13-1-44 .

The Chairman then annouced that the present meeting of the P.L.S.C. was the last one and that the next meeting will be of the Committee in its reconstituted form.

4. Agenda Item No. 3.
Notice of discharge to daily-rated workers -
Provision for fixing uniform period of -

Memorandum from the Government of India, Department of Labour, No. LR 11(1), dated 11-5-45 as under:-

"In consultation with the Departments concerned and in accordance with the conclusions reached at an 'Inter-departmental' meeting held on the 12th March 1945, it has been decided that the terms of engagement of daily-rated labour in the employment of the Central Government, who are paid at intervals of a week, fortnight or a month, should include express provision for a specified period of notice of termination of service except in the case of mis-conduct. But, labour employed for specific jobs or byway of substitutes will not be entitled to any notice; in the case of the formers, employment will terminate with the work ar in the case of the latter, on return of the principlas.

2. The period of notice will be seven days in the case of personnel paid weekly and fourteen days in the case of those paid fortninghtly or monthly. These will be the minimumperiods of notice, and wherever provisions already exist prescribing a longer notice, such provisions may be continued."

Read para 20 of the minutes of P.L.S.C. meeting held on 22.6.45.

The P.W.D., G.D. etc., were consulted by the Political and Services Department. The P.W.D. (~~with~~ which is the Department most affected by the proposed orders) is not in favour of giving such notices to daily rated labour. The reasons adduced by that Department are contained in their letter dated 22-10.45 which runs as under :-

"The.....

.....

"The daily rated labour is casually engaged on muster rolls for specific works and such muster rolls ~~are~~ are generally ~~are~~ closed weekly or forthightly or at odd intervals according to the necessity of work. There is no continuity of employment in such cases and if notice of discharge is re--quired to be given to such labour, it would entail unnece--ssary payment, when such labour is suddently not required. The daily rated labour is fully alive to the fact that their services are continued from day to day as required and the labour on their part are also free to come or not on any day as they like. In the circumstances, orders similar to those issued by the Government of India may not be issued.

2. In the case of work-charged establishment which is engaged on monthly wages and continued month by month, a period of two weeks notice of the termination of service may be enforced to enable the other party to secure other employment."

The above letter explains the position obtaining in the P.W.D. In the M.E.S., it was mentioned that, the "daily employed labour" on specific jobs is paid on muster roll, while the 'casual personnel' (which corresponds to the W.C. establishment of the P.W.D) is paid on monthly basis and is allowed a month's notice.

After discussion it was decided that the existing practice was in accordance with the principles laid down in the Government of India letter and should continue.

5. Agenda Item No. 4.
Minutes of the meeting of the R.L.S.C. Bombay City, held on 3rd October 1945.

The minutes were placed on the table. The points requiring consideration are dealt with below.

I.(Para 3 of the minutes) Workers' representation on R.L.S.C. Bombay City.

"The Chairman informed the Committee that in accordance with instructions from the Provincial Labour Supply Committee he had approached Mr. S.S. Mirajkar and Mrs. Maniben R. Mulji. The former has proceeded to Europe and the latter regretted her inability to attend the Committee meetings, she being a member of the provincial Labour Supply Committee.

After discussion, it was decided to approach the following persons:-

1. Pfof. G.D. Parikh of the Indian Federation of labour.
2 Mr. N.V. Phadke of the All India Trade Union Congress."

Both the nominations of Mr. Mirajkar and Mrs. Maniben Mulji were accepted by the P.L.S.C. in its last mee ing held on 7th October 1945. The fact that Mr. Mirajkar had proceeded to Europe to attend the International Labour Con erence at Paris on 15th October 1945, was noted but it was decided to accept his nomination, as his absence would be of a short duration. The chairman, RLL.S.C, Bombay City, has accordingly been since informed that no fresh nomination was necessary in place of Mr. Mirajker. The Regional Committee was also informed that its nomination in place of Mrs. Maniben Mulji was awaited.

II.....

II. (Para 5 - ibid) Composition of the R.L.S.C.B'bay City.

Letter from the Secretary, Bombay Port Trust, nominating Mr. B.H. Mehta on this Committee in place of Col. H.L. Hopkins, General Manager, Docks and Railways, was recorded.

Mr. Mehta's nomination was noted.

6. Agenda Item No. 5.
Minutes of the meeting of the R.L.S.C. Nasik, held on 2nd October 1945.

The minutes were placed on the table.

The minutes inter alia relate to revised rates of minimum wages. The R.L.S.C. has subsequently reported in its letter No. RLSC(N)/270(I), dated 9.11.45 as under:

Vide P.L.S.C. letter No. LSC(48(5)/4534, dated 10. 45.

"With reference to the above quoted letter, I have the honour to inform you that the Minimum wages recommended by our committee at its 10th Meeting held on 2nd October, 1945, include the minimum standards of conditions of service laid down by the Provincial Labour Supply Committee as well as dearness allowances or any other allowance

2. The question of revising maximum wages as well as minimum wages is again to be taken up at the 11th Meeting of out Committee to be held on 20th November 1945. It is requested therefore that a reply in this connection may please be awaited."

It was decided that the receipt of the Regional Committee's revised proposals regarding minimum and maximum rates should be awaited.

7. Agenda Item No. 6.
Workers' representatives on R.L.S.Cs. Poona and Kalyan.

R.L.S.C. POONA.
Letter from the Collector and Chairman, R.L.S.C., Poona, No. RLSC/Org/13, dated 29th August 1945.

"Under the authority delegated in your No. L.S.C. 14/1456 dated 21st November 1944, I have nominated the following representatives of unskilled labour as members on the Regional Labour Supply Committee, Poona, subject to the approval of the Provincial Labour Supply Committee, Bombay:-

1. Mr. V. B. Purandare, Poona, on behalf of the All India Trade Union Congress.
2. Mr. G. P. Khare, Poona, on behalf of the Indian Federation of Labour.

I request therefore that the approval of the Provincial Labour Supply Committee, Bombay to these nominations may please be Communicated to me in due course."

The R.L.S.C. further reports as under:-

"The All India Trade Union Congress, Bombay and the Indian Federation of Labour, Bombay, have respectively recommended to me the nomination of Messrs. V. B. Purandare and.....

and G.P. Khare as members on the Regional Labour Supply Committee, Poona."

Both the nominations were approved.

R.L.S.C., Kalyan.

Letter from the Collector of Thana and Chairman, R.L.S.C., Kalyan No. KLC 1. /305, dated 21.8.45:

"In consultation with the Bombay Provincial Committees of the All India Trade Union Congress and the Indian Federation of Labour, I have selected Mr. D.G. Phansikar (c/o C.S. Vaidya, 356, Station Road, Thana) and Mr. V.R. Taskar (Taskar's Bungalow, Ghantali Colony, Thana) as representatives of workers on the Kalayan Regional Labour Supply Committee. The two names may kindly be approved by the Provincial Labour Supply Committee."

Read letter from the Commissioner of Labour, Bombay, No. L.O. III-11278, dated 15.10.45.

P.L.S.C., Kalyan: letter no L.S.C. 14/4575, dated 20th Oct 1945 to the R.L.S.C: Kalayan

"I am directed to state that your nomination or Mr. D.G. Phansikar as a Workers' representative on your Regional Committee has been approved by the Chairman, P.L.S.C.

2. As regards Mr. V.R. Taskar, it appears from enquiries made that he is not connected with any Trade union. His nomination is accordingly not accepted. Another suitable representative may, therefore, kindly be selected and his name reported for the approval of the P.L.S.C."

The above correspondence was noted.

8. Agenda Item No. 7.
Composition of R.L.S.C. Nasik.

Letter from the Secretary, R.L.S.C., Nasik, No. RLSC(N)/274. dated 22nd November 1945:-

"I have the honour to inform you that as Captain R. Stenson, former R.O.Nasik, has been transferred and Caption G.G. Joshi has taken over the charge as Assistant Recruiting and Employment Officer, Captain G.G. Joshi has been appointed as a member of our Committee in place of Captain R. Stenson.

2. As Mr. T.M.D. Young has vacated the post of Divisional Engineer, G.I.P., Railway, Bhusawal, his successor Mr. F. S. Gould has been appointed as a member of out committee in his place."

The above changes being due to transfers of officers were noted.

9. Agenda Item No. 8.
Representation of R.N. on the R.L.S.C., Bombay Suburban District.

Read para 23 of the minutes of the P.L.S.C. meeting held on 3rd August 1945.

Letter .....

Letter from the Secretary, R.L.S.C., Bombay Suburban District, No. WAR 81/651, dated 10th October 1945:-

"The Senior Officer, Royal Naval Establishments (India) writes as under:-

'With reference your WAR81 of 3rd September, 1945, it is the policy of the Royal Navy in Bombay to follow the practice of the Royal Indian Naval Dockyard, Bombay, as regards wage rates and conditions of service. In these circumstances, and in view of the comparatively small number of civilian employees of the Royal Navy in Bombay, it is not considered necessary to appoint a representative to the Regional Labour Committee while a representative of the Royal Indian Navy is in attendance.

It is, however, requested that copies of the minutes of the Meetings may be forwarded to me for information and guidance.'

2. In view of the above it may please be intimated whether the question of the representation of the R.N. may be dropped or whether the members representing the R.I.N. are to be treated as representatives of the R.N also."

P.L.S.C. letter No. L.S.C. 14/4533, dated 29.11.45:

"I am directed to inform you that for the reasons given by the Senior Officer, Royal Naval Establishments, his view that no representative of the Royal Navy is necessary on your Regional Committee has been accepted by the Chairman, P.L.S.C., Bombay"

The above correspondence was noted.

10. Agenda Item No. 9.
Record Offices for Civil Labour Units.

Letter from the Government of India, Department of Labour, No. LMP 58(13), dated 13th October 1945:

"I am directed to invite your attention to the Government of India, Finance Department Memorandum, No. F-12(30)-WII/45, dated the 15th August 1945 (copy forwarded to you with this Department's letter No. LMP 92(7) dated 13th September 1945), and to say that the Government of India have decided to keep in being the Record Offices, Sanctioned in this Department's letter 58(13), dated 28th July 1945, until the last unit concerned is repretriated. I am therefore to convey sanction of the Governor General in Council to the retention of the Record Office (1 in Bombay) upto the 30th September 1946, or until the last dispersal of the last unit, for the maintenance of accounts of which they are reasonsible, whichever period is shorter. The staff of the Record Offices should progressively be reduced as each unit is discharged.

2. I am to invite attantion to the Department's letter No. LMP 60(5), dated 5th October 1945 and to request you kindly to submit your revised estimates for 1945-46 and budget estimates for 1946-47 under the head "47 Miscellaneous Departments-Emigration and Labour-Records Offices for Civil Labour Units" by return post to the Director, Unskilled Labour.....

Labour Supply (with an advance copy to this Department) who will forward consolidated estimates to this Department by the 5th November 1945, without fail."

The Government of India letter which has been communicated to the Record Officer, B.C.L. Units (H.S.) for information and guidance, was noted.

11. Agenda Item No. 10.
Compounder, Second B.C.L. Units (H.S.) - Pay of

Letter from O.C. No. 2 Static Labour Group H.Q.I.P.C. No. PA/2, dated 20.10.45 as under:

"The above mentioned compounder of No. 2 B.C.L.U. (Mr.V.E. Divakar) is in receipt of Rs. 50/- per month as wages. I am informed by the doctor of this Unit that this man is doing very good work and he is diligent in his duties. I would be glad, therefore; if you will kindly authorise me to increase his wages from Rs. 50/- to Rs. 60/- per mensem."

After discussion, it was decided that the compounder should be allowed to draw the maximum pay of his grade viz. Rs. 60/- per month with effect from the date of this meeting viz.7th December 1945.

12. Agenda Item No. 11.
Standard Wage-rates of Unskilled Labour.

Resolution of the Government of Bombay, Political and Services Department , No. 8489/34, dated 17th October 1945, according approval to the Standard wage-rates and dearness allowance for unskilled labour as recommended by the P.L.S.C. for the areas of the various R.L.S. Committees, set up in this Province except that of R.L.S.C. , Ahmedabad.

The Government Resolution which has been addressed inter alios to all the RL.S. Committees concerned was noted.

13. Agenda Item No. 12.
Scale of rations for patients needing a special diet.

Memorandum from the Government of India, Department of Labour, No. LMP71(7), dated 13.10.45:-

"It has been representated that the scale of rations sanctioned in appendix B, to this Department's Provincial Civil Labour Units Cir, No. 15(H.S.), dated the 15th September 1944 is insufficient for patients need ng a special diet. The Governor General in Council is, therefore, pleased to accord sanction to the expendi-ture not exceeding annas six per diem per labour, during sickness, for the pubchase of additional articles of ration recommended by the Unit Medical Officer to meet the needs of special cases who do not require evacuation to hospital."

The Government of India orders were noted, Copies thereof have been endorsed to the Unit Commanders, First and Second B.C.L. Unit (H.S.) as well as to the Record Officer.....

Officer of these Units for information and guidance.

14. Agenda Item No. 13.
Returns of Unskilled Labour in Forms A. & AA - Exemption of Military Departments from submission of

Letter from the Collector & Chairman, R.L.S.C. Nasik, No. RLSC(N) 209, dated 25.7.45:-

"It has been decided by Government of India to exempt the War Department from submitting statistical returns in forms 'A' and 'AA', as a temporary measure. I do agree with the observation of the Provincial Labour Supply Committee, Bombay, that in the absence of the figures from the War Department Organizations, the statistics to be collected by the Labour Supply Committees would be incomplete.

2. I am to draw attention in this connection to para 4 of your letter No. L.S.C. 14(4)/470, dated the 11th September 1944, addressed to the Collector and Chairman, R.L.S.C., Poona, in which it is stated 'The primary purpose for which Provincial and Regional Labour Supply Committees have been set up is to collect statistics and advise on the fixing of standard rates . These objects are permanent and intended to secure the welfare of un-skilled labour in the future and not merely means to supply labour during the war. It is therefore, most important to have the statistics as full and accurate as possible.

3. In the circumstances, I am to suggest that Garrison Engineers and Officer in Charge of the Defence Works, already overburdened with desk work, may be exempted from submitting the returns and the onus of submitting the returns be shifted from them to M.E.S. and Defence Works contractors through whom casual unskilled labourers are mostly employed."

P.L.S.C. letter No. L.S.C. 11(5)/3998, dated 2.8.45 addressed to the Under Secretary to the Govt. of India, Department of Labour:-

With reference to the Government of India, Department of Labour, letter No. LMP 5/647, dated 28th June 1945, forwards for consideration copy of letter No. RLSC (N) 209, dated 25th July 1945 from the R.L.S.C., Nasik and requests orders on the suggestion contained in para 3 thereof, adding that the suggestion in question has been agreed to by the Chairman, P.L.S.C.

Letter from the Officer on Special Duty, Govt. of India, Department of Labour, No. LMP 5/4259, dated 9.10.45:

"I am directed to refer to your letter No. L.S.C. 11(5)/3998, dated the 2nd August, 1945 on the above subject and to state that the reasons for which the War Department was exempted vide this Department letter No. LMP 5/647, dated the 28th June, 1945 from submitting statistical returns in forms 'A' and 'AA' still hold good. The Government of India have, therefore, decided that the exemption should be continued until June, 1946, when the position will be reviewed."

The.....

The decision of the Government of India was noted. It has been communicated to Government as well as to the R.L.S.C., Nasik, by whom the question was raised.

During the discussion, it was observed that the Government of India letter was not an answer to the proposal which was that the contractors should submit the returns. The Government of India orders have made the proposal inoperative.

15. Agenda Item No. 14.
P.C.L.Units - Counting of service as War Service -

Memorandum from the Government of India, Department of Labour, No. LMP 84(36), dated 29.9.45:-

"As personnel in Provincial Civil Labour Units (Field Service) and (Home Service) and personnel of Imported Civil Labour employed on Defence Service works are subject to military law, Service in these units, counts as 'war service' under Home Department press communique dated the 14th November 1944."

The Government of India orders were noted. Copies of the orders have been endorsed to the Unit Commanders and the REcord Officer, P.C.L. Units(H.S.) for information and guidance.

16. Agenda Item No. 15.
Basic wage rates for unskilled labour under Post-War conditions.

Circular from the Government of India, Department of Labour, No. LMP 96(7), dated 11th October 1945 addressed inter alios to all Provincial Governments and P.L.S.Cs. as under:-

"In this Department Circular letter No. LMP 2-858, dated 27th October 1944, reference to which was made in further circular Nom LMP96(6), dated 18th July 1945, a suggestion was made of making an attempt to break down (for purposes of comparison) the average earnings of unskilled labour into basic wages (which should not normally be in excessof the pre-war wages ~~(which should not normally be in excess of the~~ prevaling in the locality concerned.), plus increases for various reasons. This break down was suitable where prices were rising and where there was likely to be little opportunity of an actual increase in basic wages. In the changed circumstances some employers may/now find it advisable to adjust their basic wages rates to post-war conditions, and although the Government of India do not propose in the prevailing uncertainty regarding price movements to undertake the revision of the pay scales of their own employers, they wish to make it clear that nothing in their circulars referred to should be considered as advising against any such adjustment of industrial basic wage rates or as suggesting that when basic wage rates are adjusted they should be recorded as composed of two parts - prewar basic wage rates and additions to basic wage rates. Employers may find it advisable to keep and record of pre-war basic wage rates plus additions, but such a record would be for reference only and need not be referred to in the pay sheets or pay packets of individual wage earners."

The Government of India orders were noted. Copies thereof, have been endorsed to all the R.L.S. Committees for information and guidance.

17. Agenda Item No. 16.
Standardization of wage rates of unskilled labour.

Read para 8 of the minutes of the meeting of the Executive Sub-Committee of the P.L.S.C. held on 25.5.45

Government of Bombay, Political and Services Department letter No. 8489/34/10929-E, dated 14.6.45, addressed to the Government of India, Department of Labour:-

"I am directed to state that one of the duties of a Provincial Labour Supply Committee is to advise the Provincial Government on the rates of pay to be paid to unskilled labour in various regions in the Province, as laid down in the Annexure to the Labour Department letter No. LR 91, dated the 13th January 1944.

2. The standard wage rates fixed by the Provincial Labour Supply Committee, and approved by the Provincial Government can have no finality if any increases in the approved rates are allowed by the Conciliators and Adjudicators functioning under the Defence of India Rule 81-A. The increase of Annas 2 recently granted by the Conciliator to the daily rated unskilled labour employed by the R.I.N. in the H.M.I. Dockyard, Bombay, is an instance in point.

3. In order to obviate such deviations as far as possible, it was decided by the Provincial Labour Supply Committee, Bombay, that statements of standard wage-rates for any area should always be sent to the Commissioner of Labour, Bombay, as soon as they are fixed by the Provincial Labour Supply Committee and even before they are approved by the Provincial Government, for communication to all Conciliators.

4. In this connection, I am also to point out that the rates fixed by the Provincial Labour Supply Committee are liable to be upset by the orders of the Government of India raising dearness allowance for the employees under the Central Government. The raising of the wage-rates by the Government of India for their own employees in any area in this Province above the limits fixed by the P.L.S.C. will not be in consonance with the purpose with which the P.L.S.C. has been entrusted with duty of advising the Provincial Government on the rates of pay of unskilled labour in the Province or with the undertaking of the Government of India to enforce the rates fixed by the Provincial Labour Supply Committee on the Government of India services who employ unskilled labour."

Letter from the Government of India, Department of Labour, No. LMP 96(9) , dated 14.9.45 as under:-

"I am to refer to your letter No. 8489/34/10929-E, dated the 14th June 1945 on the above subject and to state that the Government of India concur in Bombay Provincial Labour Supply Committee's decision contatined in para 3 of your letter.

18.....

The correspondence was noted. Copies thereof have been forwarded to the commissioner of Police and Chairman R.L.S.C .Bombay city and the commissioner of labour, for information.

18. Agenda Item No. 17.
Final payment to P.C.L.U. and Imported Civil Labour Personnel on dispersal Procedure regarding:-

Letter from the Government of India, Department of Labour (Directorate of Unskilled Labour Supply, Calcutta) No. USL/4484, dated 29.10.45:-

"With further reference to my even ~~un~~ number dated 29 Sep. 45.

As there appears still some doubt in the minds of Supdts. of Labour Supply Depots and Record Officers as to their responsibilities in connection with the disbursement of the final payment to personnel of Civil Labour Units on dispersal, the procedure is again detailed for the information of all concerned.

I. Reference should be made to Part II, Procedure on Dispersal, of the Record Office Scheme, para 45 of the Unskilled Labour Supply Manual.

II. The Officer making the final payment at the place of dispersal is responsible for disbursing.

(a) The amount earned at the worksite from the last day of the pre ceding month upto the day of departure plus the payment for the days of the journey to the Army Collecting Centre up to and including the day of arrival

This payment is at the full rate of pay applicable at the worksite (Para a(3) of Part II, Procedure on Dispersal, refers).

(b) The amount due from the day following the day of arrival at the Army Collecting Centre upto and including the day of final dispersal and inclusive of the time (not exceeding 48 hours) spent at the place of dispersal. Payment during this period is at basic rates i.e. As 8 per day for labourers and 80% of pay of rank for supervisory staff.

Note.:- The money required for both the above payments will be obtained by bills drawn under the head "Advances Repayable Special Advances" and debited to the Employers Service in exactly the same manner as were the raising expenses of the Units.

(c) If the unit has been documented at the Record Office, the amount of the credit standing to the account of the individual will be added to the above payment.

Note.:- The money for this will be drawn from the Account at the Treasury to which the sums remitted from time to time by the Employer Service have been placed."

The orders of the Government of India were noted. They have been communicated to both the Unit Commanders, Bombay Civil Labour Units(H.S.) as well as to the Record Officer of these Units.

19. Agenda Item No. 18
Repatriation and dispersal of PLC.L.U Personnel.

Circular .....

Circular No. USL/4484 dated 29.9.45 from the Director, Unskilled Labour Supply, Calcutta, as Under:

"In order that there may be no misunderstanding amongst the personnel of your unit, the following decisions by the Government of India in connection with the ~~repara-~~ repatriation of units and individuals should be made known to all concerned.

1. Pay.

(a) The Employing Agency is liable to pay all ranks upto and for the day of detrainment at the Army Collecting Centre at the full rate applicable at the worksite. (For method of calculating the amount of this payment see Record Office Scheme Part II para 3 on page 45 of the Unskilled Labour Manual).

(b) From the day following that of deterainment at the Army Collecting Centre upto and including the day of final discharge, payment will be at the rate of as. 8 per day for labourers and basic pay i.e. 80% of normal rates for Supervisory staff. This payment will be made at the place of dispersal.

2. Rations.

F.S. Units will receive I/T scale of rations upto the day of detrainment the Army Collecting Centre and thereafter H.S. scale of rations (at as. 12 in lieu) until the day of dispersal.

3. Discharge.

Shoula normally be effected within 48 hours of arrival at the place of dispersal. After this period all concessions will ~~ce-ase~~ to be admissible. As stated above, pay during this period is at as.8 per day for labourers and basic pay i.e. 80% of normal pay for Supervisory staff. Rations will be issued at H.S. scale (or as 12 in lieu if rations are not available).

4. Free transport is admissible back to the place of recruitment but no pay or rations for the journey.

An additional copy of this letter is forwarded for the information of your Employing Service."

The Director's circular was noted. Copies have been endorsed to the Unit Commanders, B.C.L.Units; (H.S.) as well as to the Record Officer of the Units for information.

20. Agenda Item No. 13.

Government of India Reviews (Nos. XVII and XVIII) of Unskilled Labour Supply position during September and October 1945.

The Reviews were recorded. Copies have been sent to all the Regional Labour Supply Committees and the Record Officer, B.C.L.Units (HS), for information.

21. Agenda Item No. 20.

It was decided that the first meeting of the reconstituted Provincial Unskilled Labour Committee should be held on Friday, the 11th January 1946 at 12 Noon in the Secretariat, Bombay.

EXTRA.....

EXTRA ITEMS OF SUPPLEMENTARY AGENDA.

22. Extra Item No. 1.
Appointment of a substitute during the period of absence of Mr. Dinkar Desai, member of P.L.S.C representing the Provincial Committee of the Trade Union Congress.

Letter dated 1st November 1945 from Mr. Dinkar Desai, representing the Provincial Committee of the Trade Union Congress as Under:-

"Since I am leaving for Europe on the 5th November, I shall not be able to attend the meetings of the Comm--ittee to be held during the period of my absence. I except to return by the end of January 1946. I, there--fore, request the Committee to grant me leave during the period of my absence from India."

Letter dated 4th November 1945 from - ibid - as under:

"In continuation of my letter requesting for leave during the period of my absence from India, I propose that Mr. N.V. Phadke, M.A., LL.B., Assistant Secretary of the All India Trade Union Congress, be nominated as a substitute member in my place during my absence from India. The adress of Mr. Phadke is as follows:-

R.L. Trust Building,
55, Girgaum Road, Girgaum, Bombay."

Letter No. L.O.III-12743, dated 4th December 1945, from the Commissioner of Labour, Stating that if it is permissible to appoint substitute members on the committee, the nomination of Mr. N.V. Phadke, M.A., LL.B., may be accepted.

The nomination of Mr. Phadke was accepted.

23. Extra Item No. 2.
B.C.L.Units (HQS.) - Finding jobs for the men after disbandment of the -

Letter from the Director, Unskilled Labour Supply, Calcutta, No. USL/4502/A, dated 26th November 1945:-

"With reference to My No. USL/4502/A of 13 Sept. '45

Nos. 1 and 2 Bombay Civil Labour Units which were raised at the Thana Labour Supply Depot are due for repatriation and dispersal on or about 12 Dec. '46 and 1 May '46 respectively, (these dates are liable to be put forward at short notice), I enclose herewith for your information the questionnaire forms regarding future employment which have been completed by the Supervisory Staff of the Units.

It is hoped that it will be possible for the Bombay Govt. to place at any rate a proportion of these men in touch with prospective employers or to find jobs for such as may be suitable in Government service. A number of these men have rendered excellent service in the emergency and gained in confidence and administrative ability which should serve them in good stead in civil life.

The

The details of normal occupations followed by the labourer classes of the Units are given below:

Unit.	Agri-culturists.	Mechanics Fitters & Drivers.	Carpenters & Blacksmiths.	Painters.	Taliers.	Con. tractors & labour coolies.
1. Bombay	160	90	54	40	30	300
2. Bombay	486	70	31	20	10	50

Unit.	Barbers.	Sweepers.	Misc.
1. Bombay			
2. Bombay	3	7	12.

It may be noted that the agricultutists will perhaps return to their land for cultivation and the immediate problem is confined almost entirely to the placing in employment of the Supervisory staff."

The latter is addressed to the Secretary to the Govt. of Bombay, Home & Service Department. As, however, the subject relates to the Recronstruction Department, as copy thereof was forwarded to the latter for disposal.

Copies of the letter have also been forwarded direct to the O.C.No. 2 Static Labour Group, H.Q.I. P.C. and the Record Officer, B.C.L. Units (H.S.)

Regarding the dates of repatriation and dispersal as qupted at the commencement of the Director's letter, the D.A.D.P. &. L., 108 L. of C. Area stated that these have been altered as under:-

First B.C.L. Unit(H.S.)	3-4-1946.
Second -do-	21-7-1946.

It was decided that as Labour Units come under the **defination covering persons entitled to concessions. for demoblised personnel, every man should be given a card such as it given to demobilised soldiers. Enquiries should be made of the Government of India, Labour Department, as to whence the cards will be supplied and by whom they should be filled up, with the suggestion that the O.C. Units are the best agency. Col. Holland said he would let the Secretary know the procedure actually followed in his jurisdictional area regarding supply of "cards" certificates to unskilled labour on dispersal.

24. Extra Item No. 3.
Composition - P.L.S.C.

Letter from Lt. Col. R.G.L. Major, I.A., Services Resettlement Liaison Officer, Bombay Province and Deccan States, Poona, No. SRLO/77/41, dated 5th December 1945, as under:-

"I have succeeded Commander R.M. Philby, C.I.E., R.I.N., as Services Resettlement Liaison Officer, Bombay Province and Cedcan States.

I.....

~~"I have succeeded Commander R.W. Philby,~~

I will attend the meeting of the Provincial Labour Supply Committee fixed on Friday the 7th December 1945"

The change was noted. It should be reported to Government for being notified in the Bombay Government Gazette.

Sd/-
Secretary.
Provincial Labour Supply Committee,
Bombay.

Bombay,
10th December 1945.

**Vide

(i) Government of India, Department of Labour, Memorandum, No. LMP84(36), dated 29th September 1945. reproduced in para 15 of these minutes.

(ii) Government of Bombay Resolution, Political and Services Department, No. 4083/34-V, dated 10th February 1945, defining the following classes of service as "approved war service" for purposes of concessions admissible for demobilised personnel:

"(a) Service of any kind in a unit or formation liable for service overseas or in any operational area;
(b) Service in India under military ~~minute~~ munitions or stores authorities with a liability to serve overseas or in any operational area when required;
(c) All other service involving subjection to naval, military or air force law;
(d) A period of training with a military unit or formation involving liability to serve overseas or in any operational area when required;
(e) (i) Any whole-time service connected with the prosecution of the war which a person is required to undertake by a Competent authority under the provisions of the National Service(Technical Personnel) Ordinance, 1940;
(ii) Such other service as may hereafter be declared as "approved war service" for the purpose of this definition.

------oo000oo------

Abbrev: Tel: Address:
'PLABSUPOON'
'PHONE No. 28000.

No. L.S.C. 3(7)

Office of the Secretary, Provincial Labour Supply Cimmittee, New Block, Opposite Secretariat, Bombay,

11th December 1945.

From

Rao Saheb J.V. Muzumdar, B.A.,
Secretary, Provincial Labour Supply Committee,
Bombay.

To

D.B. Anand, Esq., I.S.E.,
Deputy Secretary to Government, P.W.D.,
Bombay.

Sir,

I am directed to forward herewith a copy of the draft minutes of the meeting of the Provincial Labour Supply Committee, Bombay held on the 7th December 1945 and to request that if the minutes are approved by you, this office may kindly be informed to that effect not later than the 17th instant. Your concurrence in the minutes will be presumed if no reply is received on or before that date.

2. The minutes will as usual be put up for formal confirmation at the next meeting of the Committee to be held in Bombay at 12 Noon on 11th January 1945.

Your obedient servant,

Sd/-
Secretary,
Provincial Labour Supply Committee, Bombay.

Copy, with a copy of the draft minutes referred to, forwarded for information to the Political and Services Department.

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